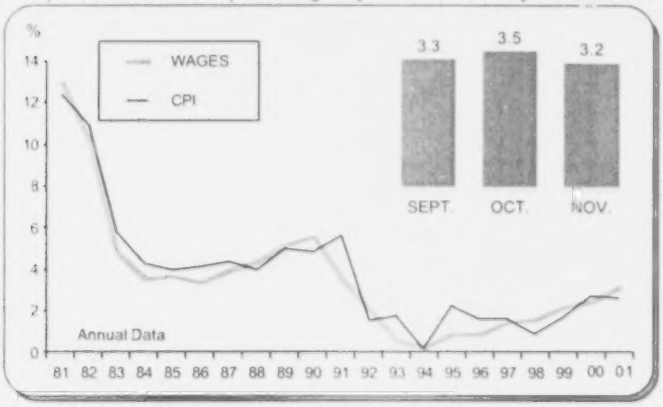
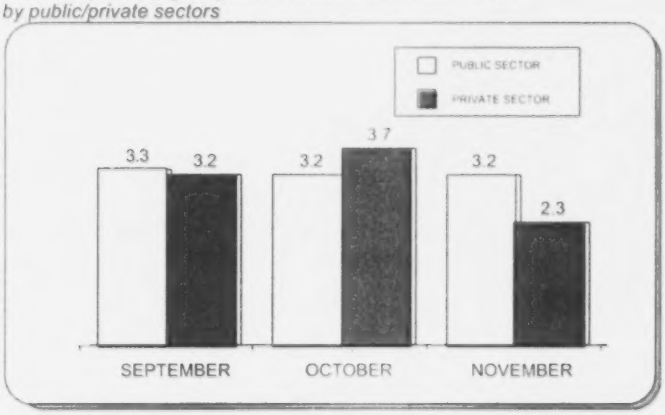
The Wage Settlements Bulletin

January 2003
Volume 14, Issue 1

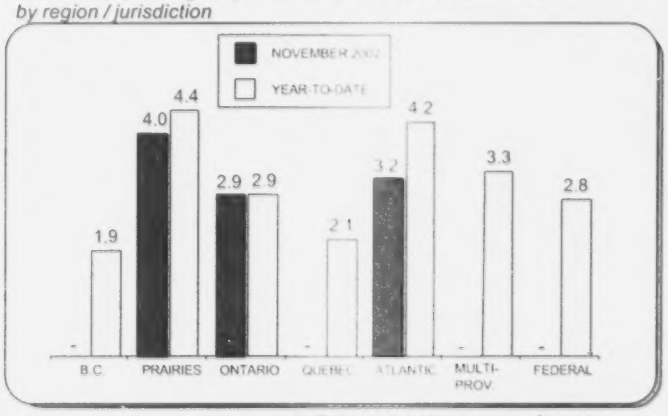
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for November 2002

Major collective bargaining settlements reached in **November 2002** provided base-rate wage increases averaging **3.2 per cent** annually over the contract term. This is lower than the 3.5 per cent figure recorded in the previous month but higher than the 3.1 per cent average recorded for the year 2001 as a whole. The November 2002 results are based on a review of 26 settlements reached in the period, with a coverage of 49,710 employees.

When the parties to these November settlements previously negotiated, contract duration averaged 33 months, and the resulting wage adjustments averaged 3.2 per cent, the same as in their current round of settlements.

Wage increases in the first 11 months of 2002 (January to November) averaged 2.8 per cent for 947,870 employees in 331 major settlements.

The vast majority of agreements and those employees covered in November 2002 settlements were in the public sector (84.6% of all November agreements covering 93.8% of all workers). Average increases in the public sector were higher than those in the private sector. **Public sector** wage adjustments averaged 3.2 **per cent** for 46,620 employees in 22 settlements. The **private sector** wage increase for 3,090 employees in 4 agreements was much lower at **2.3 per cent**.

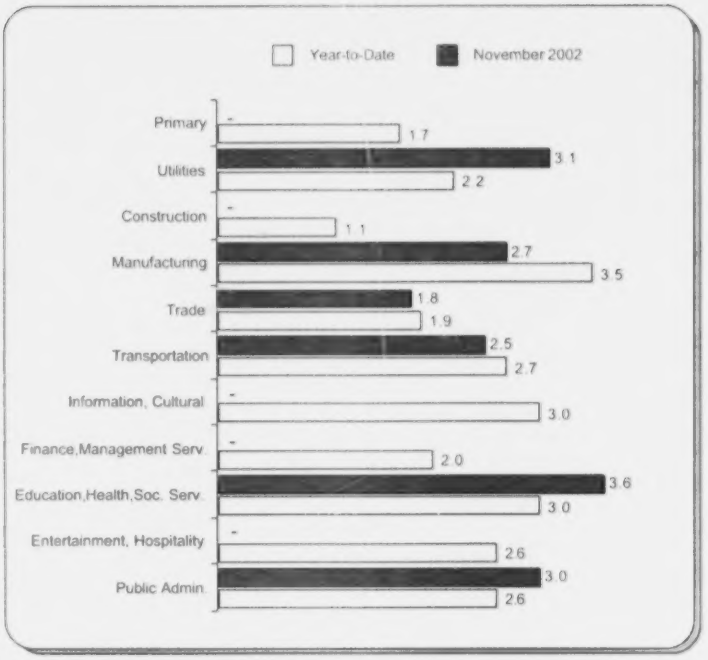
On a regional/jurisdictional basis, the largest average wage increase was in the Prairies at 4.0 per cent, led by Saskatchewan at 4.5 per cent. In the Atlantic Provinces, a single agreement in New Brunswick averaged a wage gain of 3.2 per cent. In Ontario, wage increases averaged 2.9 per cent.

Canada

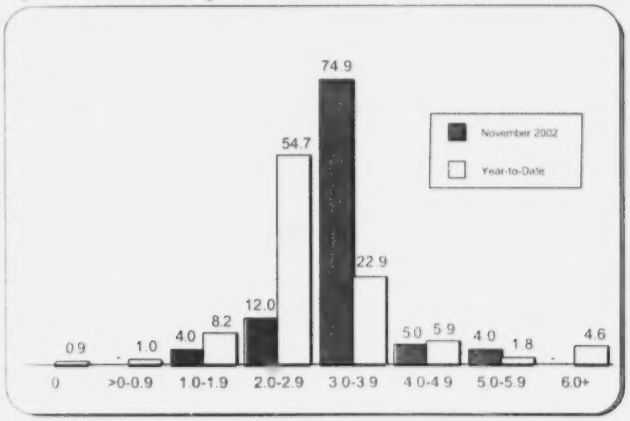
104-03425/

On an industry basis, the largest average wage increase was in **education, health and social services** with 19,800 employees receiving wage increases averaging **3.6 per cent** in 13 agreements. All remaining industry divisions averaged increases below the *all industries* figure of 3.2 per cent. The second largest average wage increase was in **the utilities sector** where a single agreement (Hydro One in Ontario) provided 780 employees with a wage gain averaging **3.1 per cent**. The largest concentration of employees was in **public administration** with 25,360 employees receiving wage increases averaging **3.0 per cent** in 7 agreements. In **manufacturing**, 3 agreements provided 1,890 employees with wage gains averaging **2.7 per cent**. In each of the **trade** and **transportation** sectors, a single agreement posted wage increases averaging **1.8** and **2.5 per cent** respectively.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	1,250
Quebec	-	-
Ontario	20	36,290
Prairie Provinces	5	12,170
British Columbia	-	-
Multiprovince	-	-
Federal	-	-

LES RAJUSTEMENTS SALARIAUX ISSUS DES PRINCIPAUX REGLEMENTS

(rajustements annuels moyens des taux de base en pourcentage)

	1999	2000	2001	2001	2002			Taux à	2002		
				4	1	2	3	ce jour	sept	oct	nov
Toutes les industries/compétences											
Rajustements annuels moyens	2.2	2.5	3.1	3.0	2.9	2.6	2.8	2.8	3.3	3.5	3.2
Sans clause d'IVC	2.0	2.5	3.2	3.0	2.9	2.6	2.7	2.7	3.0	2.9	3.2
Avec clause d'IVC	3.5	2.4	2.8	2.4	2.1	2.4	3.6	3.5	3.9	4.1	2.5
Moyenne annuelle de 1re année	1.9	2.3	3.4	3.0	2.8	2.9	2.8	2.9	3.4	3.5	3.1
Sans clause d'IVC	1.7	2.3	3.5	3.2	2.9	2.9	2.7	2.9	3.3	3.2	3.1
Avec clause d'IVC	3.4	2.4	3.3	0.8	1.5	1.9	3.5	3.2	3.7	3.9	2.2
Industries											
Primaires	2.2	1.8	2.6	2.3	-	1.5	1.8	1.7	1.8	-	-
Services publics	1.9	3.5	2.5	2.4	3.3	0.7	2.8	2.2	4.0	-	3.1
Construction	1.9	3.6	3.2	3.0	-	-	1.1	1.1	-	-	-
Fabrication	3.5	2.6	2.5	2.2	2.7	3.0	3.5	3.5	4.1	4.1	2.7
Commerce	1.3	1.7	1.6	1.3	1.6	2.1	2.2	1.9	2.6	-	1.8
Transport	2.8	2.4	2.9	2.0	2.4	2.7	5.4	2.7	-	-	2.5
Information, culture	2.5	2.9	3.2	2.9	3.0	3.1	3.0	3.0	3.0	-	-
Finance, services administratifs	2.8	1.8	2.2	1.4	2.0	0.0	1.9	2.0	1.8	3.5	-
Education, santé, services sociaux	1.8	2.6	3.3	3.1	3.1	2.8	3.4	3.0	3.3	2.8	3.6
Loisirs, hôtellerie	2.6	3.0	4.0	-	2.2	1.9	3.3	2.6	2.9	-	-
Administration publique	2.2	2.3	3.0	3.1	2.8	2.4	2.7	2.6	3.6	2.8	3.0
Secteurs de compétence											
Terre-Neuve-et-Labrador	1.7	3.3	5.0	5.1	7.5	6.0	-	6.7	-	-	-
Île-du-Prince-Édouard	2.7	2.2	3.1	3.3	-	3.2	6.0	4.9	6.0	-	-
Nouvelle-Écosse	2.1	2.2	3.7	3.7	2.5	2.3	2.1	2.3	2.0	2.5	-
Nouveau-Brunswick	2.4	2.8	3.4	3.6	3.1	2.3	3.2	2.8	-	-	3.2
Québec	1.7	2.4	2.8	3.2	2.5	2.1	2.2	2.1	1.8	1.3	-
Ontario	2.1	2.6	2.9	2.6	2.7	2.8	3.0	2.9	3.5	3.8	2.9
Manitoba	2.5	2.6	2.4	3.0	2.8	5.4	3.0	4.0	2.9	3.2	-
Saskatchewan	2.0	3.5	2.9	3.0	3.2	4.2	3.9	4.0	3.9	-	4.5
Alberta	4.0	4.5	5.1	4.4	6.8	6.1	4.4	5.0	3.9	4.0	3.9
Colombie-Britannique	0.8	1.6	2.7	2.2	2.5	1.0	1.4	1.9	2.5	2.2	-
Multiprovince	2.2	2.7	3.1	4.0	-	3.0	4.3	3.3	4.3	3.1	-
Compétence fédérale	2.8	2.2	3.0	2.8	2.8	2.8	2.9	2.8	3.0	2.9	-
Secteur public	1.9	2.5	3.2	3.1	3.0	2.7	3.1	2.9	3.3	3.2	3.2
Secteur privé	2.7	2.4	3.0	2.4	2.1	2.5	2.4	2.6	3.2	3.7	2.3
Indice des prix à la consom.	1.7	2.7	2.6	1.1	1.5	1.3	2.3	2.1	2.3	3.2	4.3

Data for the month of November are preliminary.

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (1 agreement)	**780**	**3.1**	**3.0**	**27**	
Hydro One Inc., scientific and other professionals, province-wide, Ont.	780	3.1	3.0	27	2005-03-31
Manufacturing (3 agreements)	**1,890**	**2.7**	**2.6**	**36**	
Accuride Canada Inc., plant and maintenance employees, London, Ont.	550	2.9	3.0	36	2006-03-12
Lear Canada Ltd., plant and maintenance employees, Whitby, Ont.	740	2.5 *	2.2	36	2005-11-25
McGregor Hosiery Mills, production, Toronto, Ont.	600	2.7	2.8	36	2005-10-22
Wholesale and Retail Trade (1 agreement)	**1,200**	**1.8**	**1.8**	**36**	
No Frills Franchise Stores, retail employees, Oakville, Ont.	1,200	1.8	1.8	36	2005-09-14
Transportation (1 agreement)	**680**	**2.5**	**2.5**	**36**	
City of Mississauga, bus drivers and maintenance emloyees, Mississauga, Ont.	680	2.5	2.5	36	2005-09-30
Education, Health and Social Services (13 agreements)	**19,800**	**3.6**	**3.5**	**27.8**	
Board of Education of the Saskatoon School Division No. 13, support employees, Saskatoon, Sask.	620	3.4	3.0	36	2004-12-31
Board of Trustees Edmonton School District No. 7, custodial employees, Edmonton, Alta.	600	5.0	5.0	24	2004-08-31
Board of Trustees Edmonton School District No. 7, office and clerical employees, Edmonton, Alta.	1,400	5.1	5.1	24	2004-08-31
City of Toronto, health and social care professionals, Toronto, Ont.	2,000	3.0	3.0	36	2004-12-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	2.5	2.5	12	2002-08-31
Hastings and Prince Edward District School Board, elementary teachers, Belleville, Ont.	710	2.6	2.6	12	2002-08-31
Niagara Catholic District School Board, elementary teachers, Welland, Ont.	830	3.1	3.2	24	2004-08-31
Provincial Health Authorities of Alberta, nursing assistants, province-wide, Alta.	7,050	3.5	4.0	24	2004-03-31
Saskatchewan Association of Health Organizations, health and social care professionals, province-wide, Sask.	2,500	4.8	3.0	36	2004-03-31
University of Guelph, office and clerical employees, Guelph, Ont.	820	3.0	3.0	36	2005-04-30
University of Toronto, service and maintenance employees, Toronto, Ont.	570	3.0	3.0	24	2004-06-30
York University, teaching assistants, Toronto, Ont.	750	2.7	2.2	36	2005-08-31
York University, teaching assistants, Toronto, Ont.	1,150	2.7	2.2	36	2005-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Public Administration (7 agreements)	**25,360**	**3.0**	**2.8**	**36.6**	
City of Ottawa, firefighters, Ottawa, Ont.	800	1.8	0.0	36	2003-12-31
City of Toronto, inside and outside employees, Toronto, Ont.	1,500	3.0	3.0	36	2004-12-31
City of Toronto, inside employees, Toronto, Ont.	11,000	3.0	3.0	36	2004-12-31
City of Toronto, outside employees, Toronto, Ont.	5,200	3.0	3.0	36	2004-12-31
City of Toronto, recreational employees, Toronto, Ont.	5,000	3.0	3.0	36	2004-12-31
Government of New Brunswick, health and social care professionals, province-wide, N.B.	1,250	3.2	2.0	48	2004-08-15
Waterloo Regional Police Services Board, police officers, Waterloo, Ont.	610	3.3	3.4	36	2004-12-31
Agreements with COLA (1 agreement)	**740**	**2.5 ***	**2.2**	**36**	
Agreements without COLA (25 agreements)	**48,970**	**3.2**	**3.1**	**32.9**	
All Agreements (26 agreements)	**49,710**	**3.2**	**3.1**	**32.9**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Government of New Brunswick	CUPE (education)	1,600	TENT	Feb.02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
• Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Hudson Bay Mining and Smelting	Steelworkers	1,150	B	Dec. 02
•Health Authorities of Alberta	various unions	11,090	B/MED	Mar. 02
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
• Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	B	Dec. 02
•Canadian Pacific Railway	UTU & BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Year-to-date 2002 Wage Data for Small, Medium and Large Size Bargaining Units

Among the 462 collective bargaining settlements reached to date from January to November 2002, included were 131 small bargaining units (between 100 and 499 employees), 227 medium-sized bargaining units (500 to 1,999 employees), and 104 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The **public sector** wage adjustment of **2.9 per cent** was higher than the figure of **2.5 per cent** reported for the **private sector.**

Settlements reached for **small** bargaining units resulted in an average increase of **2.9 per cent. Public sector** settlements provided an average increase of **3.3 per cent,** higher than the **private sector** figure of **2.3 per cent.** On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.6 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia.**

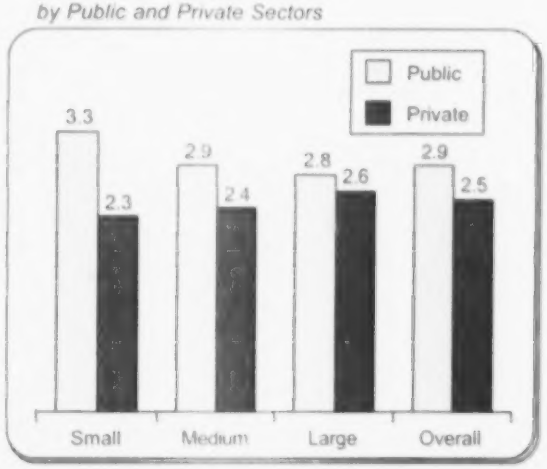
Medium-sized bargaining units obtained an average wage increase of **2.8 per cent. Public sector** settlements resulted in an average increase of **2.9 per cent** while the **private sector** figure stood at **2.4 per cent.** On an industry basis, the **entertainment and hospitality** sector had the highest wage adjustment at **3.1 per cent** while the **construction** sector reported the lowest average at **1.1 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia.**

For **large** bargaining units, the average wage increase reported was **2.8 per cent. Public sector** average wage increases **(2.8 per cent)** were slightly higher than the **private sector** average wage adjustment of **2.6 per cent.** On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.7 per cent** while **construction** reported the lowest increase at **1.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.7 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia.**

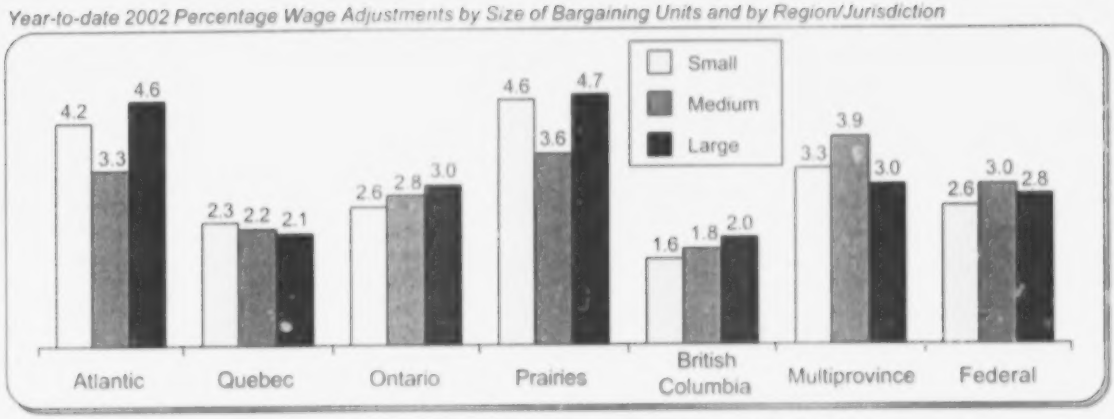
Year-to-date 2002 Percentage Wage Adjustments

by Size of Bargaining Units

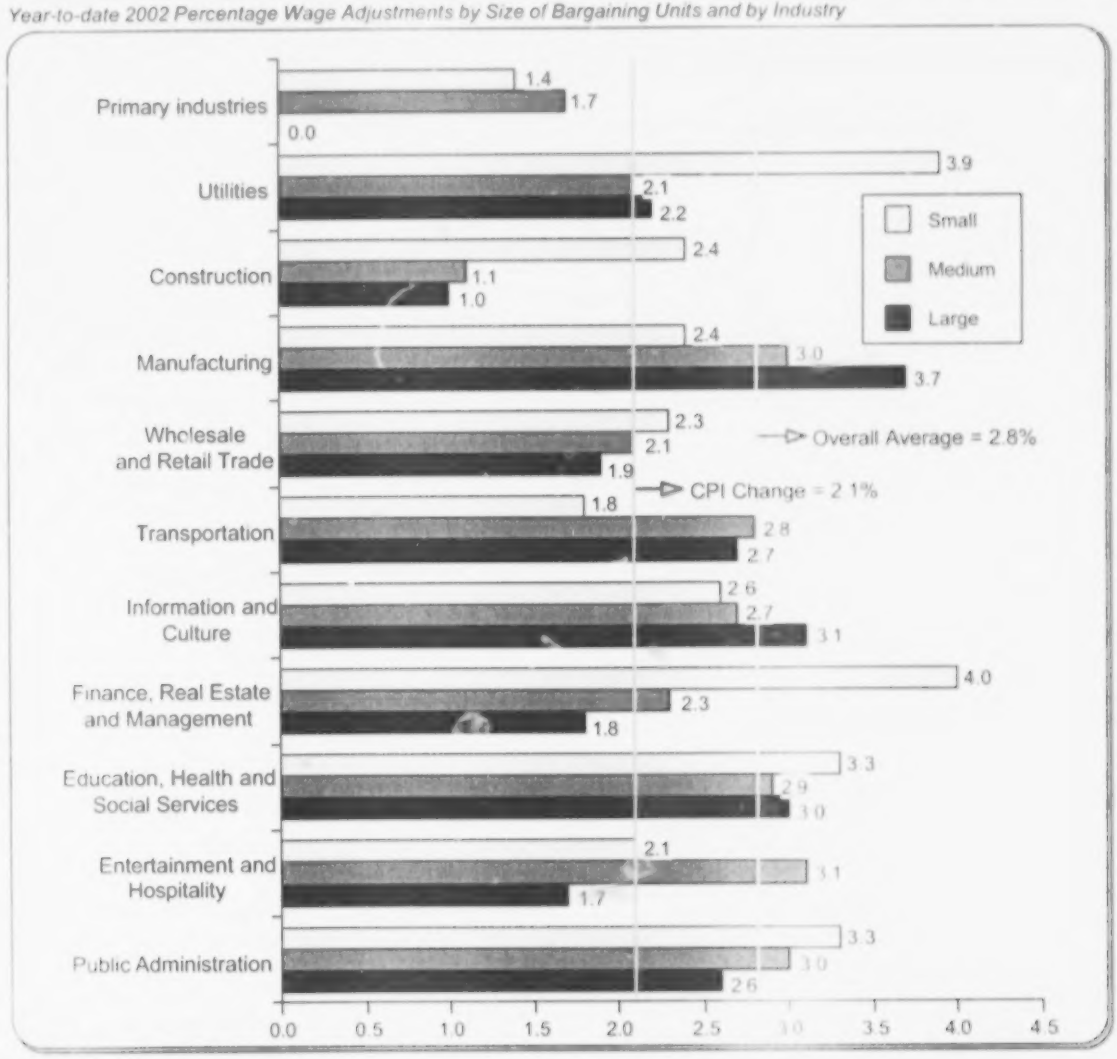
by Public and Private Sectors



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction



Year-to-date 2002 Percentage Wage Adjustments by Size of Bargaining Units and by Industry



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN NOVEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
					yyyy/mm/dd
Manufacturing (2 agreements)					
Norbord Industries Inc., mill employees, Cochrane, Ont.	190	3.0	3.2	60	2007-05-31
Tissages Sherbrooke Inc., plant and maintenance employees, Sherbrooke, Que.	350	0.7	-5.4	70	2007-12-16
Information and Culture (1 agreement)					
Times-Colonist, Hollinger Canadian Newspapers (LP) Limited, senior officers, Victoria, B.C.	210	2.5	2.5	36	2005-01-01
Education, Health and Social Services (3 agreements)					
Peace River School Division No. 10, elementary and secondary teachers, Peace River, Alta.	240	10.7	10.7	12	2003-08-31
University of Toronto, library technicians, Toronto, Ont.	190	3.0	3.0	36	2005-06-30
University of Toronto, service and maintenance employees, Toronto, Ont.	410	3.0	3.0	24	2004-06-30

*Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics consistent with Statistics Canada use of 'institutional units' or 'entities'.

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Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

The Wage Settlements Bulletin

February 2003
Volume 14, Issue 2

ANNUAL REVIEW - 2002

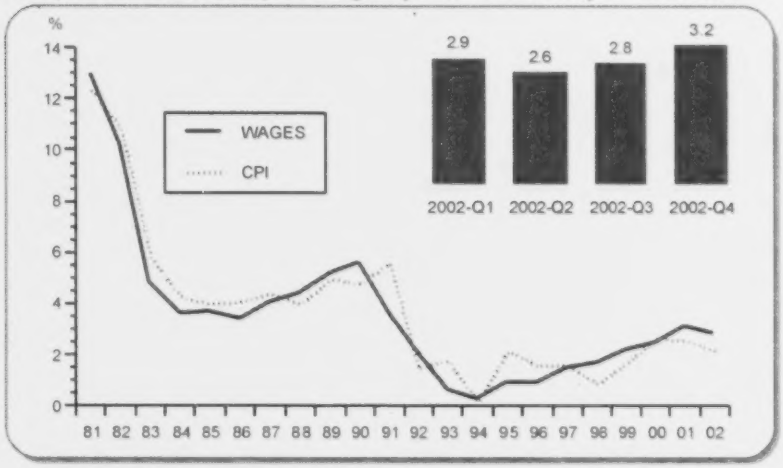
Major collective bargaining settlements reached in the year **2002** provided base-rate wage adjustments averaging **2.8 per cent** annually over the contract-term, a decrease from the 3.1 per cent average for the year 2001.

The results of the year 2002 are based on a review of 360 settlements reached, and cover 985,290 employees.

The average wage adjustment in 2002 was above the average in contracts they replaced. When the parties to these settlements last negotiated, the resulting wage adjustments averaged 2.3 per cent, compared to the 2.8 per cent in their 2002 contracts.

Wage gains in the private sector remained above those in the public sector, throughout the 1990's. Since the year 2000, public sector increases have been slightly higher than those in the private sector. Wage adjustments in the **private sector** averaged **2.6 per cent** in 2002, compared to **3.0 per cent in** the previous year; wage adjustments in the **public sector** averaged **2.9 per cent** in 2002, compared to **3.2 per cent** in the previous year.

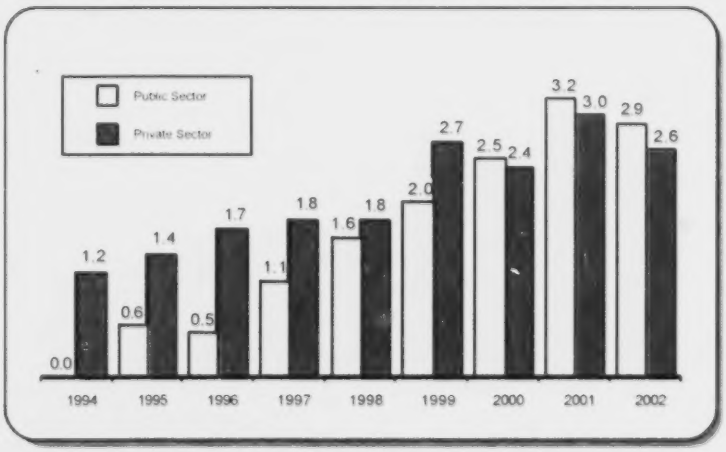
Perspective on base rate percentage adjustments from major settlements



Contract duration has declined recently. The duration averaged 29.4 months in 2002, the shortest since 1994 (when the average was 28.4 months), but still longer than the 18.2-month average for contracts ratified in 1991. Two factors were largely responsible for this reduction in average contract duration: the signing of 63 collective agreements in the Quebec public and parapublic sectors, with contract durations of under 12 months (to facilitate the implementation of wage equity) and to a lesser extent, the ratification of 17 contracts of 12 months duration in the Ontario education sector. Together, these contracts in Quebec and Ontario represent 22% of the collective agreements ratified in 2002 and 31% of those in the public sector. Since the early 1990s, average contract duration in the public sector has always been shorter than in the private sector.

Even though only a few contracts were involved, the New Brunswick public sector, with an average contract duration of 50.4 months, had the highest proportion of long-term contracts ratified in 2002. The second highest was in British Columbia, where almost half of the 35 agreements ratified in 2002 were of longer duration, 42 months on average. Most of these long-term settlements were in the construction industry and several were retroactive to 2000.

Base rate adjustments by public/private sector, in 1994-2002



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The incidence of COLA clauses has also declined over the years. Whereas 32.6 per cent of agreements reached in 1990 contained a COLA clause, by the year 2000 the figure had dropped to 8%, and in 2002 the figure was 9% of settlements.

In 2002, 0.9 per cent of all employees were subject to a wage freeze. There were no wage cuts. A very large concentration of employees (55.0%) received wage increases in the 2.0 to 2.9 per cent range. Approximately 23% of employees received increases of 3.0 to 3.9 per cent. Just slightly below 9% of employees received increases of 0.1 to 1.9 per cent. Slightly over 12% of employees received wage gains of 4.0 per cent and over.

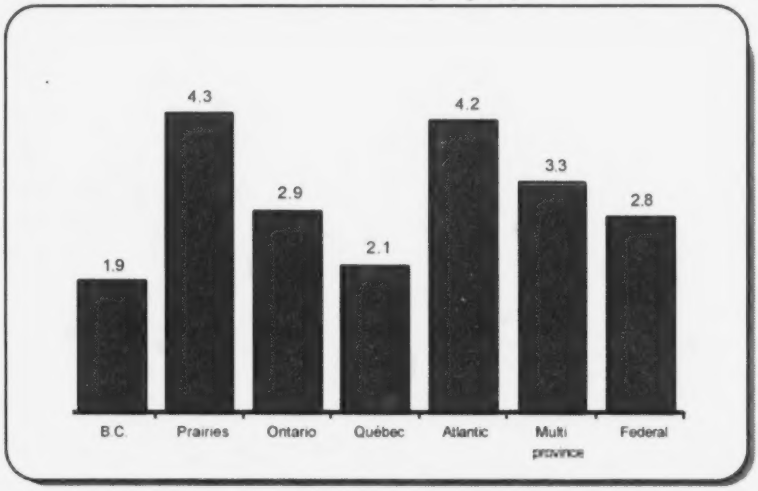
The largest concentration of settlements in 2002 were in Ontario and Quebec (37.8% and 20.6% of all agreements reached, respectively). In Ontario, 136 agreements provided 314,270 employees with wage increases averaging 2.9 per cent; the majority of these were public-sector settlements. The private-sector settlements included the important auto sector agreements with wage increases averaging 4.0 per cent. In Quebec, 74 agreements provided 302,280 employees with wage gains averaging 2.1 per cent; of these, 58 were public-sector settlements providing 268,650 employees with wage increases averaging 2.0 per cent. The largest average increase in wages for major settlements was recorded in Newfoundland and Labrador, at 6.6 per cent. The smallest average wage figure was recorded in British Columbia, at 1.9 per cent. Wage increases in the Prairie provinces averaged 4.3 per cent and in the Federal jurisdiction, 2.8 per cent.

On an industry basis, the largest average wage increase was in **manufacturing, at 3.4 per cent**. The next largest wage gains were in **the information and culture sector** and in **education, health and social services**, both at **3.0 per cent.** Settlement levels in all remaining industry groups stood below 3.0 per cent. The smallest average wage increase was reported in **primary industries** at **1.7 per cent**.

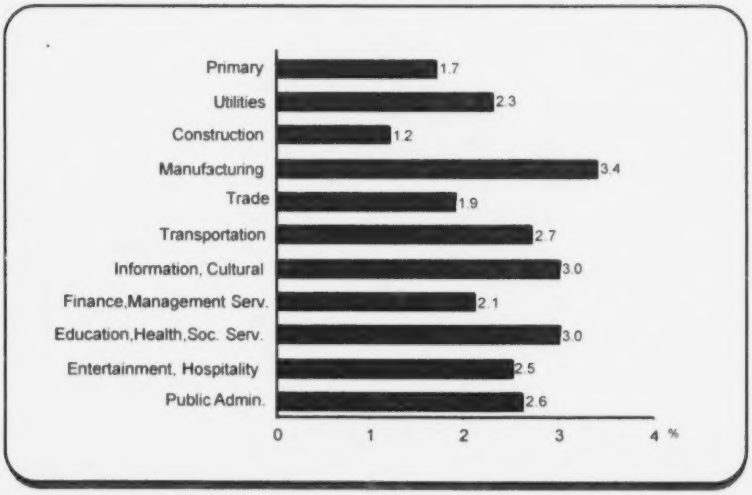
Distribution of employees by size of wage adjustment

	2002			
Increase Range	# of agts.	% of agts.	# of empls.	% of empls.
0%	5	1.4	8,980	0.9
>0%-0.9%	4	1.1	9,180	0.9
1.0%-1.9%	36	10.0	78,930	8.0
2.0%-2.9%	174	48.3	542,020	55.0
3.0%-3.9%	90	25.0	224,750	22.8
4.0%-4.9%	23	6.4	59,370	6.0
5.0%-5.9%	12	3.3	17,040	1.7
6.0%-6.9%	9	2.5	13,450	1.4
7.0% and over	7	1.9	31,570	3.2
All levels	360	100.0	985,290	100.0

Base rate increases in 2002 settlements, by region/jurisdiction



Base rate percentage adjustments from major settlements in 2002, by industry



Wage Data for December 2002

A total of 24 agreements were settled in **December** 2002, providing some 34,780 employees with average base rate increases of **2.9 per cent**, slightly lower than the November figure of 3.2 per cent.

When the parties to these settlements previously negotiated, contract-duration averaged 30 months and the resulting wage adjustments averaged 2.8 per cent, compared to the 2.9 per cent in their current round of settlements and average contract-duration of 30.6 months.

Wage gains in December were higher in the **public sector (3.0 per cent)** than in the **private sector (2.6 per cent)**. The public-sector results are based on a review of 18 settlements covering 22,640 employees, while those in the private sector are based on 6 settlements covering 12,140 employees.

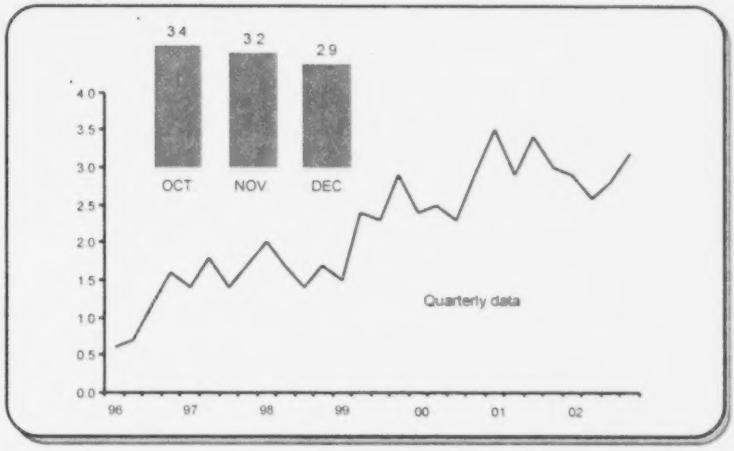
In December the vast majority of employees covered (66.2% of all workers) received wage increases in the 2.0 to 2.9 per cent range. Air Canada provided 7,920 flight attendants (approximately 23% of all employees covered in December settlements), with an average annual wage increase 2.6 per cent.

On an industry basis, the largest proportion of employees was in the **education, health and social services** sector with 15,630 employees in 10 agreements; wage increases averaged **3.2 per cent**. The largest wage increase was in **the utilities sector** with 3 agreements providing 1,770 employees with wage gains averaging **3.4 per cent**. In **public administration,** 4 agreements provided 4,730 employees with wage increases averaging 2.4 per cent, and in **manufacturing** wage increases averaged **2.6 per cent** (3 agreements covering 2,120 employees). There was a single agreement in each of the two remaining industry groups: wage increases averaged **2.4 per cent** in the **finance** sector (510 employees) and **1.7 per cent** in **the entertainment and hospitality sector** (900 employees).

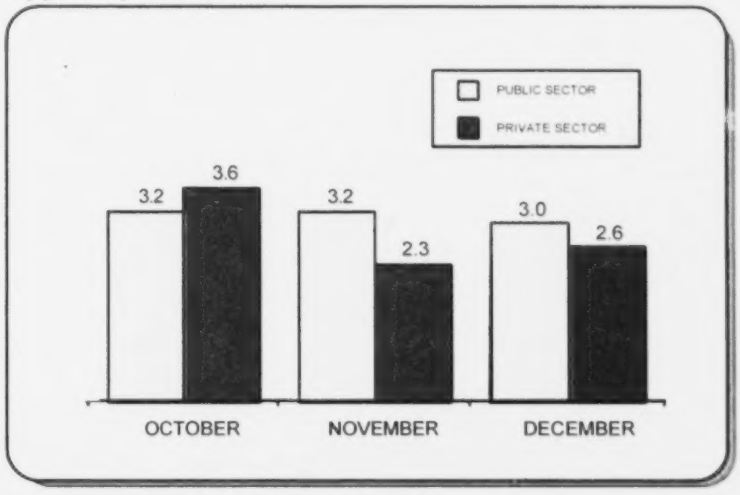
On a regional/jurisdictional basis, wage adjustments and the distribution of settlements and employees in December were:

	Wages(%)	Agts	Empls
Atlantic provinces	3.5	2	1,030
Quebec	2.3	4	6,180
Ontario	3.0	11	12,530
Prairie provinces	3.5	4	5,020
British Columbia	1.7	1	900
Federal	2.7	2	9,120

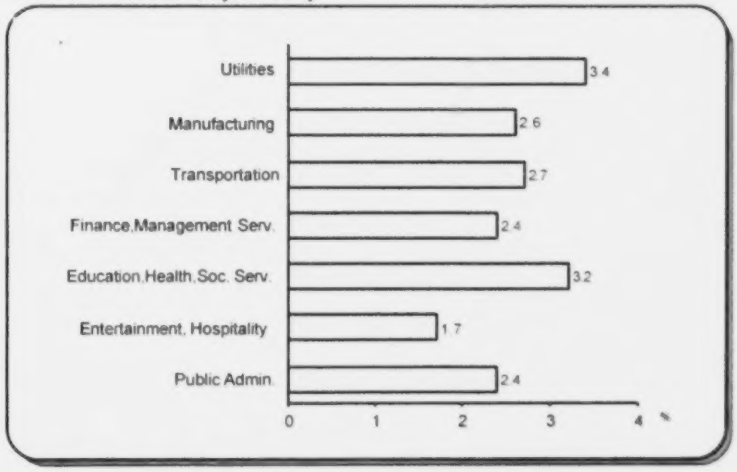
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors



Base rate percentage adjustments from major settlements reached in December 2002, by industry



WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2002		
				1	2	3	4	Oct	Nov	Dec
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.1	2.8	2.9	2.6	2.8	3.2	3.4	3.2	2.9
Non-COLA	2.5	3.2	2.8	3.0	2.6	2.7	3.0	2.9	3.2	2.9
COLA	2.4	2.8	3.4	2.1	2.4	3.6	3.9	4.1	2.5	2.5
First Year Increase	2.3	3.4	2.9	2.9	2.9	2.8	3.3	3.5	3.1	3.3
Non-COLA	2.3	3.5	2.9	2.9	2.9	2.7	3.2	3.2	3.1	3.4
COLA	2.4	3.3	3.1	1.5	1.9	3.4	3.6	3.8	2.2	2.2
Industries										
Primary	1.8	2.6	1.7	-	1.5	1.8	-	-	-	-
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	-	3.1	3.4
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-
Manufacturing	2.7	2.5	3.4	2.7	3.0	3.5	3.9	4.0	2.7	2.6
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.1	2.2	1.8	-	1.8	-
Transportation	2.4	2.9	2.7	2.4	2.7	5.4	2.7	-	2.5	2.7
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-
Finance, Management Services	1.8	2.2	2.1	3.4	0.0	1.9	3.2	3.5	-	2.4
Education, Health, Social Services	2.6	3.3	3.0	3.1	2.8	3.4	3.2	2.8	3.6	3.2
Entertainment,Hospitality Industry	3.0	4.0	2.5	2.4	1.7	3.3	1.7	-	-	1.7
Public Administration	2.3	3.0	2.6	2.8	2.4	2.7	2.9	2.8	3.0	2.4
Jurisdictions										
Newfoundland & Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	-	-	4.4
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	2.5	-	2.7
New Brunswick	2.8	3.4	2.9	3.1	2.3	3.3	3.2	-	3.2	-
Quebec	2.4	2.8	2.1	2.5	2.1	2.2	2.0	1.3	-	2.3
Ontario	2.6	2.9	2.9	2.7	2.8	3.0	3.3	3.7	2.9	3.0
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.2	-	-
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	-	4.5	2.0
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	4.0	3.9	4.0
British Columbia	1.6	2.7	1.9	2.5	1.0	1.4	1.9	2.2	-	1.7
Multiprov.	2.7	3.1	3.3	-	3.0	4.3	3.1	3.1	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.9	-	2.7
Public Sector	2.5	3.2	2.9	3.0	2.7	3.1	3.2	3.2	3.2	3.0
Private Sector	2.4	3.0	2.6	2.2	2.5	2.4	3.3	3.6	2.3	2.6
Consumer Price Index	1.7	2.7	2.2	1.5	1.3	2.3	3.8	3.2	4.3	3.9

Data for the month of December are preliminary.

Table B
Average Annual Increase in Base Rates from Major Settlements, by Sector and Region / Jurisdiction

	2000	2001	2002	2002			
				1	2	3	4
	%	%	%	%	%	%	%
All Industries							
Canada	2.5	3.1	2.8	2.9	2.6	2.8	3.2
Atlantic	2.6	3.9	4.2	5.7	3.9	3.2	3.0
Nfld & Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4
P.E.I.	2.2	3.1	4.9	-	3.2	6.0	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5
New Brunswick	2.8	3.4	2.9	3.1	2.3	3.3	3.2
Quebec	2.4	2.8	2.1	2.5	2.1	2.2	2.0
Ontario	2.6	2.9	2.9	2.7	2.8	3.0	3.3
Prairies	3.9	4.2	4.3	3.6	5.4	3.7	3.9
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9
B.C.	1.6	2.7	1.9	2.5	1.0	1.4	1.9
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1
Federal	2.2	3.0	2.8	2.8	2.8	2.9	2.8
Public Sector							
Canada	2.5	3.2	2.9	3.0	2.7	3.1	3.2
Atlantic	2.9	4.0	4.3	5.7	4.1	3.1	3.0
Nfld & Labrador	5.3	5.0	7.2	7.5	7.1	-	4.4
P.E.I.	2.2	3.1	4.9	-	3.2	6.0	-
Nova Scotia	2.2	3.8	2.3	2.5	2.3	2.1	2.5
New Brunswick	3.5	3.5	3.0	3.1	2.4	3.3	3.2
Quebec	2.3	2.7	2.0	2.6	2.0	2.5	2.2
Ontario	2.7	3.0	2.8	2.8	2.8	2.8	2.9
Prairies	3.9	4.1	4.8	4.2	6.1	3.9	3.9
Manitoba	2.5	2.4	4.6	3.1	6.4	3.0	3.2
Saskatchewan	3.6	2.9	4.4	4.2	5.3	3.9	4.2
Alberta	4.7	4.9	5.1	6.8	6.3	5.0	3.9
B.C.	1.4	2.7	2.2	2.5	0.2	1.9	-
Multiprovince	2.9	3.1	3.0	-	3.0	-	3.1
Federal	2.2	3.1	2.9	2.9	2.9	2.9	3.4
Private Sector							
Canada	2.4	3.0	2.6	2.2	2.5	2.4	3.3
Atlantic	1.7	3.3	3.0	-	2.7	4.0	-
Nfld & Labrador	2.0	-	3.0	-	3.0	-	-
P.E.I.	-	-	-	-	-	-	-
Nova Scotia	1.7	3.3	4.0	-	-	4.0	-
New Brunswick	1.4	3.0	2.0	-	2.0	-	-
Quebec	3.3	2.8	2.5	2.4	3.3	2.2	1.7
Ontario	2.3	2.8	3.1	2.1	2.4	3.1	3.9
Prairies	3.9	4.8	1.6	1.6	0.8	2.4	1.8
Manitoba	3.3	2.5	1.3	1.7	0.0	2.6	-
Saskatchewan	2.0	2.9	1.6	1.6	1.6	-	1.8
Alberta	5.0	5.5	2.3	-	-	2.3	-
B.C.	2.0	1.7	1.4	-	1.9	1.3	1.9
Multiprovince	2.4	3.2	4.3	-	-	4.3	-
Federal	2.2	2.6	2.6	2.4	2.8	3.0	2.6

MAJOR SETTLEMENTS REACHED IN DECEMBER 2002

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (3 agreements)	**1,770**	**3.4**	**3.6**	**36**	
Newfoundland and Labrador Hydro, plant and maintenance employees, province-wide, Nfld and Lab.	500	4.4	5.1	36	2005-03-31
Toronto Hydro, outside employees, Toronto, Ont.	770	3.0 *	3.0	36	2006-01-31
Toronto Hydro, salaried employees, Toronto, Ont.	500	3.0 *	3.0	36	2006-01-31
Manufacturing (3 agreements)	**2,120**	**2.6**	**2.3**	**42**	
IPSCO Saskatchewan Inc., production empls., Regina, Sask.	740	1.8 *	0.9	48	2006-07-31
Kodak Canada Inc., plant and maintenance employees, Toronto, Ont.	530	3.0	3.0	24	2004-11-06
Rolls-Royce Canada Limited, production empls., Lachine, Que.	850	3.2	3.0	48	2006-04-02
Transportation (2 agreements)	**9,120**	**2.7**	**4.7**	**46**	
Air Canada, flight attendants, system-wide	7,920	2.6	5.1	46	2005-08-31
Air Transat, flight attendants, system-wide	1,200	3.4	2.5	46	2005-10-31
Finance, Real Estate, Management Services (1 agreement)	**510**	**2.4**	**1.8**	**36**	
Saskatchewan Crop Insurance Corporation, office and clerical employees, Regina, Sask.	510	2.4	1.8	36	2003-09-30
Education, Health and Social Services (10 agreements)	**15,630**	**3.2**	**3.3**	**19.8**	
Algonquin and Lakeshore Catholic District School Board, elementary and secondary teachers, Kingston, Ont.	740	2.6	2.8	24	2004-08-31
Carleton University, support employees, Ottawa, Ont.	650	2.5	2.5	24	2004-06-30
District School Board of Niagara, elementary teachers, St. Catharines, Ont.	1,900	2.1	2.1	12	2003-08-30
Edmonton Catholic Separate School District No. 7, elementary and secondary teachers, Edmonton, Alta.	1,830	4.5	6.2	36	2004-08-31
Government of Quebec, health and social care professionals, province-wide, Que.	1,880	2.5	2.5	12	2003-06-30
Governors of the University of Calgary, instructors/tutors/lecturers, Calgary, Alta.	1,940	3.6	3.5	24	2004-06-30
Peterborough-Victoria-Northumberland & Clarington CDSB, elementary and secondary teachers, Peterborough, Ont.	860	3.3	3.3	24	2004-08-31
Thames Valley District School Board, elementary teachers, London, Ont.	3,250	2.5	2.5	12	2003-08-30
University of Ottawa, professors, Ottawa, Ont.	1,130	6.9	5.7	36	2004-08-31
University of Quebec in Montreal, support employees, Montréal, Que.	1,450	2.0	2.0	12	2003-11-30
Entertainment and Hospitality (1 agreement)	**900**	**1.7**	**1.0**	**48**	
Coast Hotels Ltd., hotel or restaurant employees, Nanaimo, B.C.	900	1.7	1.0	48	2006-04-30
Public Administration (4 agreements)	**4,730**	**2.4**	**1.9**	**25.9**	
City of Kingston, outside employees, Kingston, Ont.	1,200	2.9	3.0	36	2004-12-31
City of Ottawa, health and social care professionals, Ottawa, Ont.	1,000	2.5	0.0	36	2003-12-31
Government of Quebec, correctional officers, prov.-wide, Que.	2,000	2.0	2.0	12	2003-12-31
Halifax Regional Municipality, inside employees, Halifax, N.S.	530	2.7	3.0	36	2004-10-31
Agreements with COLA (3 agreements)	**2,010**	**2.5 ***	**2.2**	**40.4**	
Agreements without COLA (21 agreements)	**32,770**	**2.9**	**3.4**	**30**	
All Agreements (24 agreements)	**34,780**	**2.9**	**3.3**	**30.6**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	20,170	B/CO/ARB	Jan.01-Sept.02
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,400	B	Dec. 02/Mar.03
•Fishery Products Int'l Ltd. (Nfld. & Lab.)	CAW	2,500	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Government of Manitoba	MGEU	12,690	B	Mar. 03
•Saskatshewan Wheat Pool	GSU	1,560	B	Jan. 03
•Health Authorities of Alberta	various unions	31,700	B/MED/ARB	Mar. 02/03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	B	Dec. 02
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU (Amalgamated Transit Union)	1,480	B	Dec. 02

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Wage Data for the Year 2002
for Small, Medium and Large Size Bargaining Units

Among the 502 collective bargaining settlements reached in 2002, included were 142 small bargaining units (between 100 and 499 employees), 253 medium sized bargaining units (500 to 1,999 employees), and 107 large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.8 per cent. The **public sector** wage adjustment of **2.9 per cent** was higher than the **2.5 per cent** figure reported for the **private sector.**

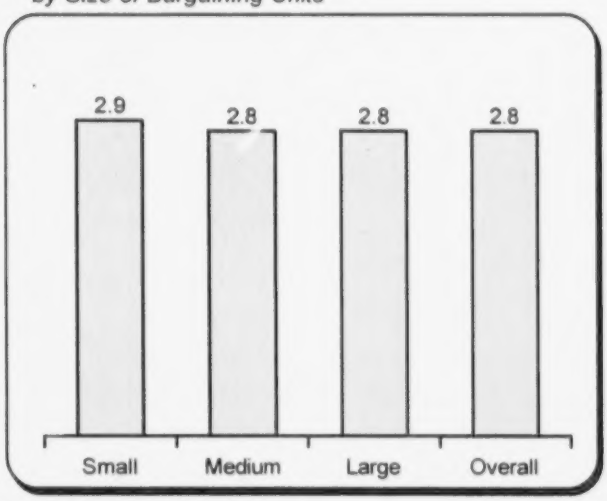
Settlements reached in **small** bargaining units resulted in an average increase of **2.9 per cent. Public sector** settlements provided an average increase of **3.3 per cent,** higher than the **private sector** figure of **2.4 per cent.** On an industry basis, the **finance, real estate and management** sector had the highest wage adjustment at **4.0 per cent** while the **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.5 per cent** in the **Prairie Provinces** to a low of **1.6 per cent** in **British Columbia.**

Medium-sized bargaining units obtained an average wage increase of **2.8 per cent. Public sector** settlements resulted in an average increase of **3.0 per cent** while the **private sector** figure stood at **2.4 per cent.** On an industry basis, two sectors, **education, health and social services** and **public administration** had the highest wage adjustment at **3.0 per cent** while the **construction** sector reported the lowest average at **1.5 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Multiprovince** category to a low of **1.8 per cent** in **British Columbia.**

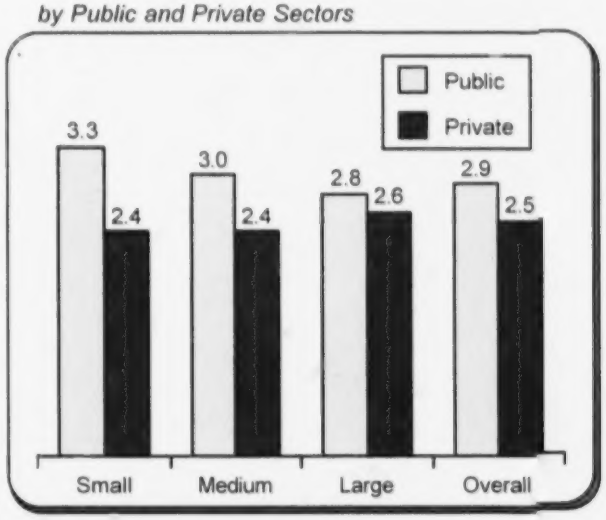
For **large** bargaining units, the average wage increase reported was **2.8 per cent. Public sector** average wage increases **(2.8 per cent)** were slightly higher than the **private sector** average wage adjustment of **2.6 per cent.** On an industry basis, the **manufacturing** sector had the highest wage adjustment at **3.6 per cent** while **construction** reported the lowest increase at **1.0 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.7 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in **British Columbia.**

Wage Adjustments for the Year 2002

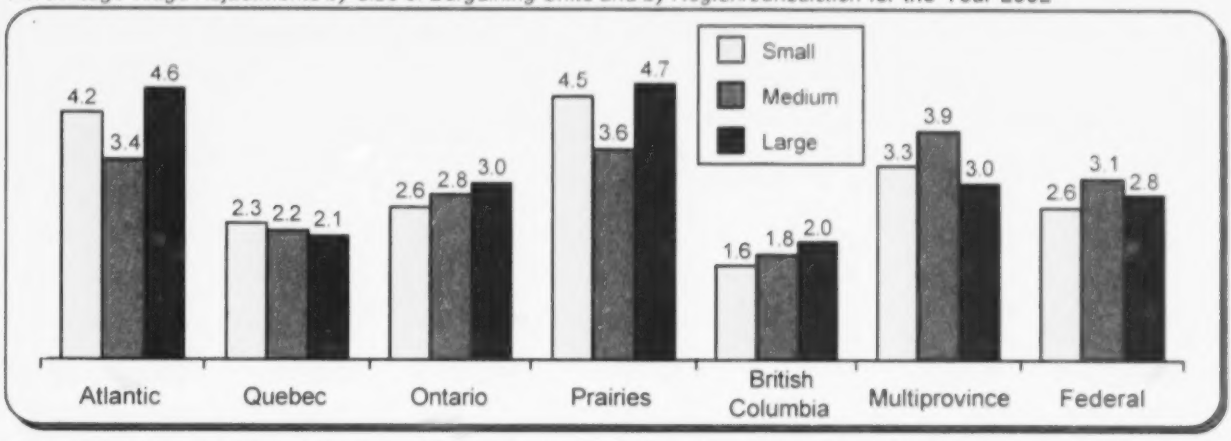
by Size of Bargaining Units



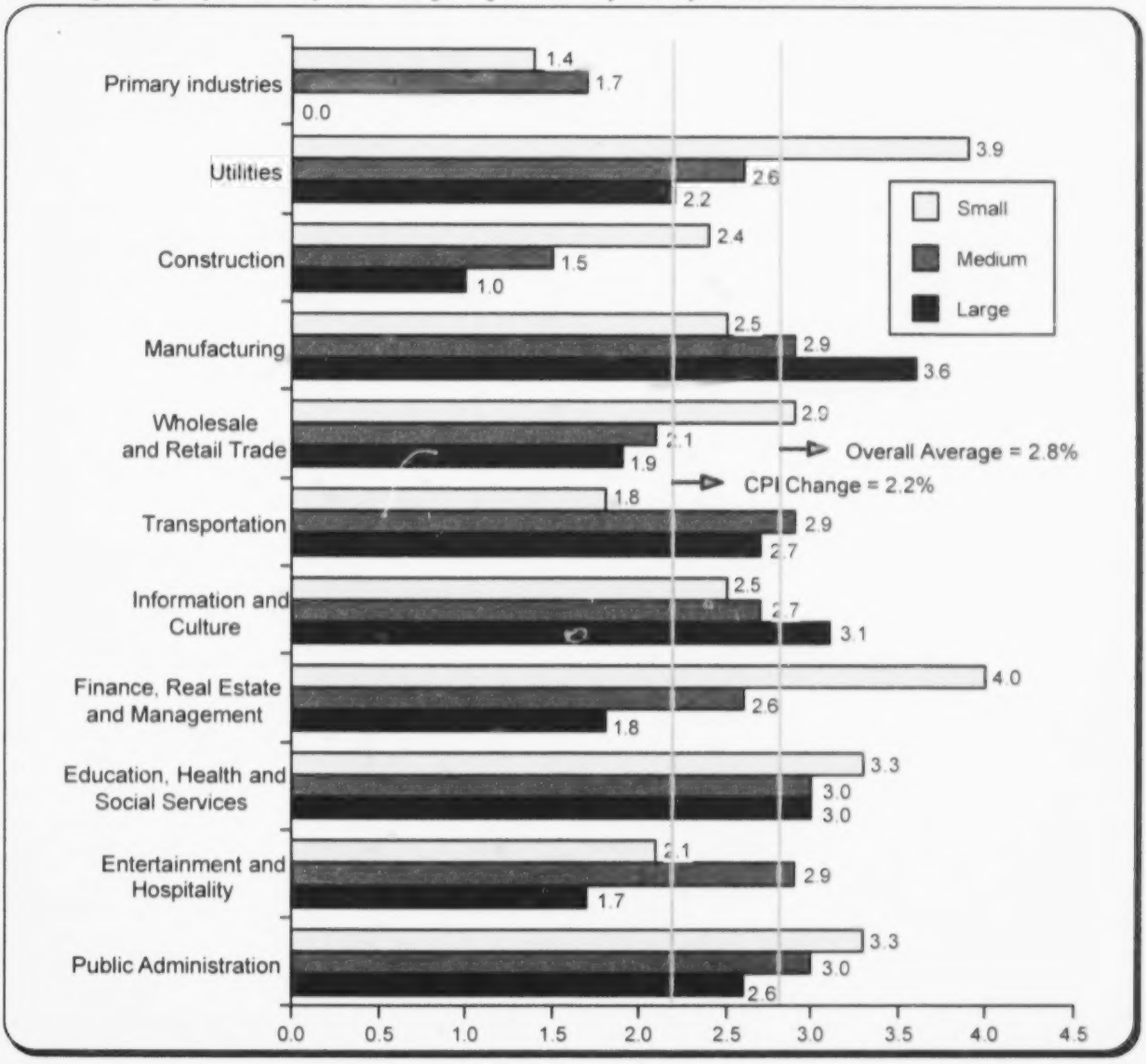
by Public and Private Sectors



Percentage Wage Adjustments by Size of Bargaining Units and by Region/Jurisdiction for the Year 2002



Percentage Wage Adjustments by Size of Bargaining Units and by Industry for the Year 2002



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN DECEMBER 2002

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Abitibi-Consolidated Company of Canada, Ontario-East Woodlands, woods operators, Iroquois Falls, Ont.	110	1.5	0.0	48	2005-08-31
Manufacturing (3 agreements)					
Edwards (Unit of SPX Canada Inc.), production empls., Owen Sound, Ont.	250	3.0	3.0	36	2005-09-30
Exceldor coopérative avicole, packing house employees, St-Anselme, Que.	460	2.8	3.0	60	2007-07-31
Weyerhaeuser Canada Ltd., production, Slave Lake, Alta.	110	2.0	2.0	36	2005-03-31
Wholesale and Retail Trade (1 agreement)					
DaimlerChrysler Canada Inc. (National Parts Dist. Centre-Hourly), plant and maintenance employees, Mississauga, Ont.	210	4.0 *	3.4	36	2005-12-15
Transportation (1 agreement)					
Transit Windsor, bus drivers, Windsor, Ont.	200	3.0 *	3.0	36	2005-09-30
Information and Culture (1 agreement)					
Prince George Citizen, print media employees, Prince George, B.C.	110	1.9	0.0	48	2005-05-31
Education, Health and Social Services (1 agreement)					
Bethany Nursing Home & Long Term Care at Rosehaven Care Centre, health employees, Camrose, Alta.	450	3.5	4.0	24	2004-03-31
Public Administration (1 agreement)					
Government of Canada, radio technicians, Canada-wide	330	2.5	2.8	36	2004-04-30

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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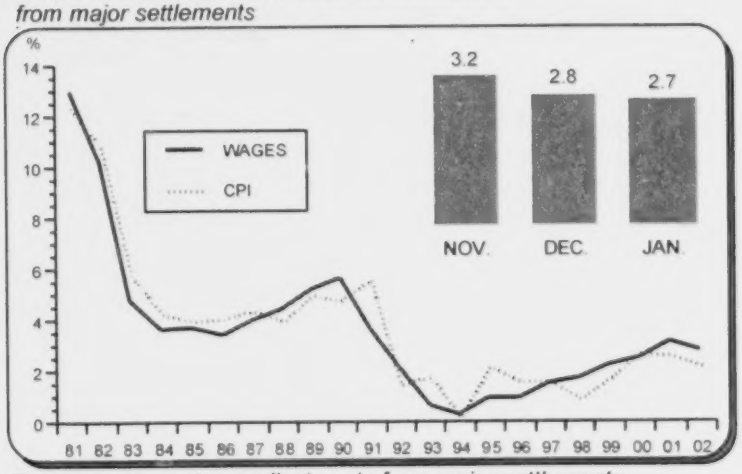
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

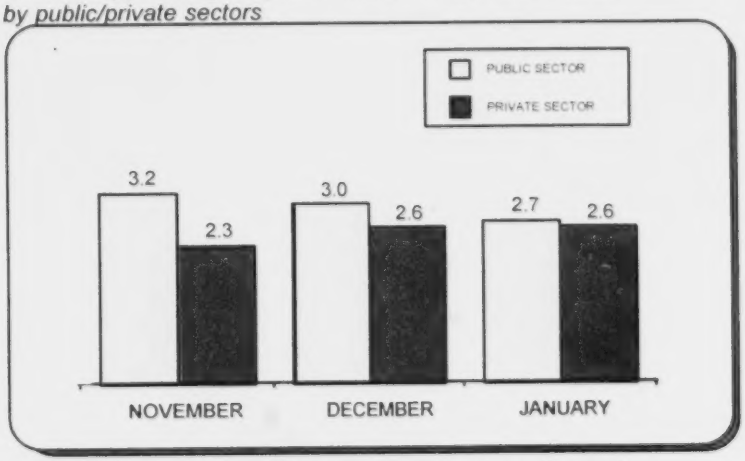
The Wage Settlements Bulletin

March 2003
Volume 14, Issue 3

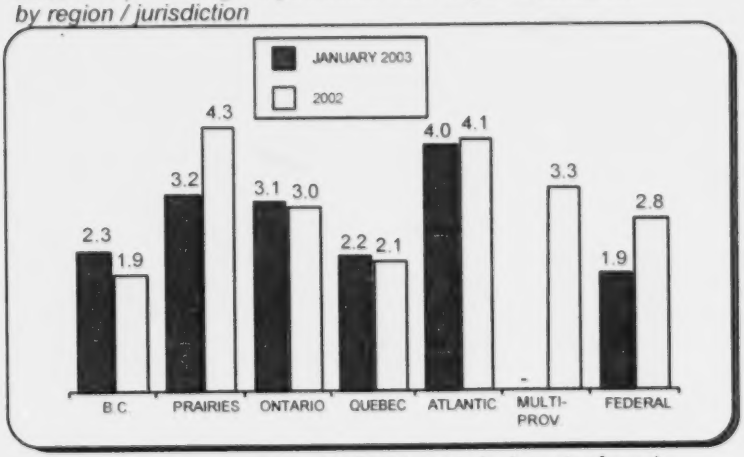
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for January 2003

Major collective bargaining settlements reached in **January 2003** provided base-rate wage increases averaging **2.7 per cent** annually over the contract term. This is fractionally lower than the 2.8 per cent figure recorded in the previous month and also lower than the 3.2 per cent average recorded for the fourth quarter 2002. The January 2003 results are based on a review of 40 settlements , with a coverage of 42,250 employees.

When the parties to these January settlements previously negotiated, contract duration averaged 32 months, and the resulting wage adjustments averaged 2.1 per cent, compared to the current average contract duration of 23 months and wage increases averaging 2.7 per cent.

The majority of employees (55.6%) received increases in the 2.0 to 2.9 per cent range.

Settlements in the Ontario and British Columbia public sectors accounted for the majority of agreements (60%) and employees covered (63%) in the month of January.

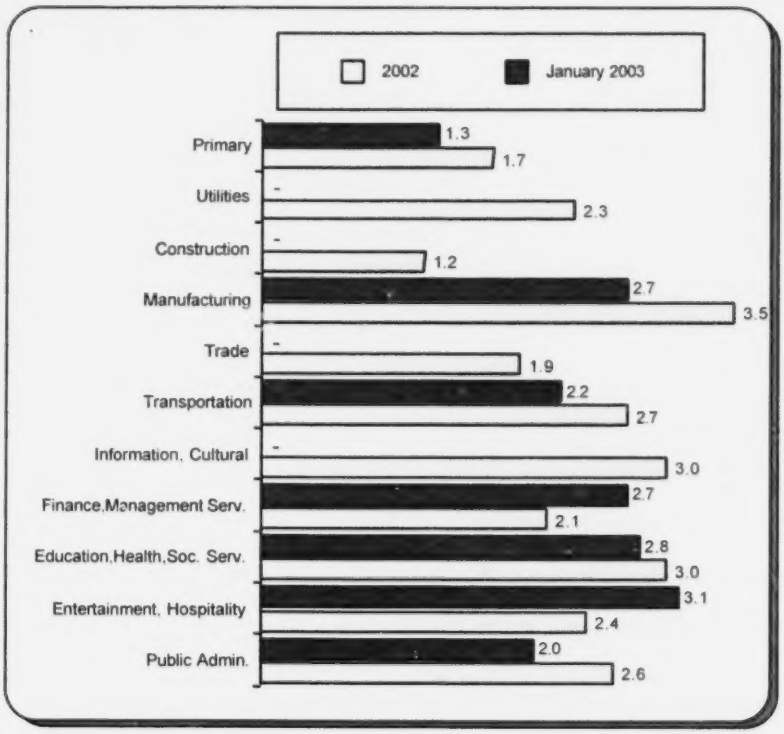
Average increases in the public sector were fractionally higher than those in the private sector. **Public sector** wage adjustments averaged **2.7 per cent** for 34,640 employees in 32 settlements. The **private sector** wage increase for 7,610 employees in 8 agreements was slightly lower at **2.6 per cent**.

On a regional/jurisdictional basis, the largest average wage increase was in the Atlantic provinces, where a single agreement in Newfoundland and Labrador averaged a wage gain of 4.0 per cent. Wage increases averaged 3.2 per cent in the Prairies, 3.1 per cent in Ontario, and 2.3 per cent in British Columbia. The smallest increase was in Quebec at 2.2 per cent.

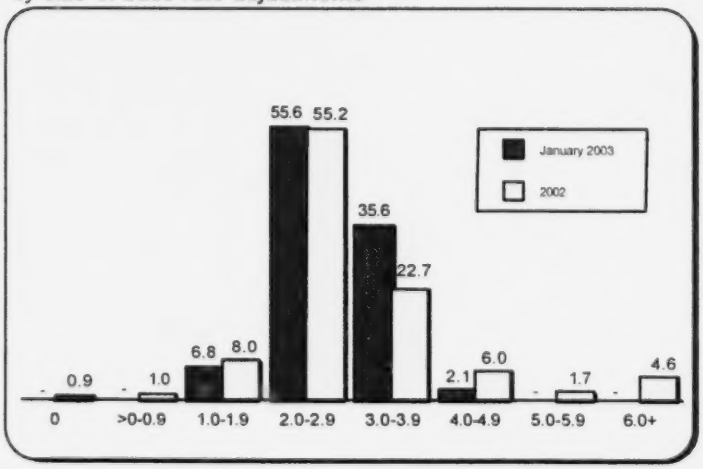
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services** with 31,760 employees (75% of all workers) receiving wage increases averaging **2.8 per cent** in 28 agreements. The largest average increase in wage settlements was in the **entertainment and hospitality** sector with 1,810 employees receiving wage increases averaging **3.1 per cent** in 2 agreements. The second largest average wage increase at **2.7 per cent** was recorded in both the **manufacturing** sector with 3,690 employees in 3 agreements and in the **finance** sector with 1,180 employees in a single agreement (Manitoba Public Insurance Corp.). In **public administration**, 2 agreements provided 1,140 employees with wage gains averaging **2.0 per cent**. In the **transportation** sector, 1,990 employees received wage increases averaging **2.2 per cent** in 3 agreements. In **primary industries**, a single agreement covering 680 employees posted a wage increase averaging **1.3 per cent** (Hudson Bay Mining).

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	1	870
Quebec	6	5,460
Ontario	13	15,330
Prairie Provinces	2	3,980
British Columbia	15	14,500
Multiprovince	-	-
Federal	3	2,110

WAGE INCREASES FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2002		2003
				1	2	3	4	Nov	Dec	Jan
All Industries/Jurisdictions										
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.2	3.2	2.8	2.7
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	3.2	2.9	2.7
COLA	2.4	3.1	3.5	2.2	2.6	3.7	4.1	2.5	2.6	2.5
First Year Increase	2.3	3.4	3.0	2.8	2.9	2.9	3.4	3.1	3.4	3.1
Non-COLA	2.3	3.5	2.9	2.9	2.9	2.7	3.2	3.1	3.4	3.2
COLA	2.5	3.3	3.5	1.5	2.0	3.8	4.2	2.3	2.3	2.1
Industries										
Primary	1.8	2.6	1.7	-	1.5	1.8	-	-	-	1.3
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	3.1	3.4	-
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	3.1	3.6	3.9	2.7	2.2	2.7
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	1.8	-	-
Transportation	2.4	2.9	2.7	2.5	2.7	5.4	2.7	2.5	2.7	2.2
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	-	3.6	2.7
Education, Health, Social Services	2.6	3.4	3.0	3.1	2.8	3.4	3.2	3.6	3.1	2.8
Entertainment,Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	-	2.2	3.1
Public Admininistration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	3.0	2.4	2.0
Jurisdictions										
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	-	4.4	4.0
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	-	2.7	-
New Brunswick	2.8	3.4	2.8	3.1	2.3	3.3	2.3	3.2	0.5	-
Quebec	2.4	2.8	2.1	2.3	2.1	2.2	2.0	-	2.3	2.2
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.3	2.9	3.0	3.1
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	-	-	2.7
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	4.5	2.0	-
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	3.9	4.0	3.5
British Columbia	1.6	3.0	1.9	2.5	1.0	1.4	2.0	-	1.9	2.3
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	-	2.8	1.9
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.2	3.2	3.0	2.7
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.6	2.6
Consumer Price Index	1.7	2.7	2.2	1.5	1.3	2.3	3.8	4.3	3.9	4.5

Data for the month of January are preliminary.

MAJOR SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**680**	**1.3**	**0.0**	**36**	
Hudson Bay Mining and Smelting Co., Limited, mine employees, Flin Flon, Man.	680	1.3 *	0.0	36	2005-12-31
Manufacturing (3 agreements)	**3,690**	**2.7**	**2.0**	**20.7**	
Alcan Smelters and Chemicals Ltd., hourly rated employees, Jonquière, Que.	2,350	2.5	2.5	12	2003-12-31
CFM Majestic Products Company, production, Mississauga, Ont.	800	2.3	0.0	36	2006-01-08
Guelph Products Collins and Aikman, production, Guelph, Ont.	540	3.9 *	3.1	36	2006-01-31
Transportation (3 agreements)	**1,990**	**2.2**	**1.6**	**43.8**	
British Columbia Terminal Elevator Operators' Association, grain elevator employees, Vancouver, B.C.	650	1.3	0.0	60	2005-12-31
Loomis Courier Service, div. of Mayne Nickless Transport, couriers, province-wide, Ont.	780	3.0	3.0	36	2005-10-31
Société de transport de Longueil, bus drivers, Longueuil, Que.	560	2.2 *	1.5	36	2005-12-31
Finance, Real Estate, Management Services (1 agt.)	**1,180**	**2.7**	**3.0**	**36**	
Manitoba Public Insurance Corporation, office and clerical employees, province-wide, Man.	1,180	2.7 *	3.0	36	2005-09-17
Education, Health and Social Services (28 agreements)	**31,760**	**2.8**	**3.4**	**21**	
Board of School Trustees District No. 44, office and clerical employees, North Vancouver, B.C.	860	2.3	3.5	18	2003-06-30
Board of School Trustees School District No. 35, office and clerical employees, Langley, B.C.	570	2.3	3.5	18	2003-06-30
Board of School Trustees School District No. 68, office and clerical employees, Nanaimo, B.C.	650	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No.36, office and clerical employees, Surrey, B.C.	2,470	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No.73, support employees, Kamloops, B.C.	710	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 37, office and clerical employees, Delta, B.C.	800	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 38, office and clerical employees, Richmond, B.C.	630	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 39 office and clerical employees, Vancouver, B.C.	1,540	1.9	2.8	18	2003-06-30
Board of School Trustees of School District No. 41, office and clerical employees, Burnaby, B.C.	1,000	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 42, administrative services employees, Maple Ridge-Pitt Meadows, B.C.	510	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 43, office and clerical employees, Coquitlam, B.C.	1,090	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 57, office and clerical employees, Prince George, B.C.	1,130	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 61, office and clerical employees, Victoria, B.C.	920	2.3	3.5	18	2003-06-30

**Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Board of Trustees School of School District No. 23, office and clerical employees, Central Okanagan, B.C.	600	2.4	3.6	18	2003-06-30
Calgary Regional Health Authority, Foothills & Children's Hosp., health and social care professionals, Calgary, Alta.	2,800	3.5	4.0	24	2004-04-01
Carleton University, teaching assistants, Ottawa, Ont.	1,200	2.5	3.0	24	2004-08-31
Hamilton-Wentworth Catholic District School Board, elementary teachers, Hamilton, Ont.	1,200	3.8	4.6	24	2004-08-31
Kawartha Pine Ridge District School Board, office and technical employees, Peterborough, Ont.	1,200	2.9	6.2	36	2005-08-31
Memorial University of Newfoundland, administrative services employees, St. John's, Nfld.	870	4.0	2.5	30	2004-03-31
Okanagan Labour Relations Council, office and clerical employees, Revelstoke, B.C.	1,020	2.3	3.5	18	2003-06-30
Peel District School Board, custodial, Mississauga, Ont.	840	3.0	3.0	12	2003-08-31
Peel District School Board, office and clerical employees, Mississauga, Ont.	600	3.0	3.0	12	2003-08-31
Peterborough Victoria Northumberland & Clarington CDSB, support employees, Peterborough, Ont.	500	3.4	4.1	36	2005-08-31
University of Sherbrooke, support employees, Sherbrooke, Que.	710	2.0	2.0	12	2003-12-31
Université du Québec à Chicoutimi, instructors/tutors/lecturers, Chicoutimi, Que.	700	2.0	2.0	12	2003-12-31
Waterloo Region District School Board, occasional teachers, Kitchener, Ont.	800	3.7	0.0	24	2002-08-31
York Region District School Board, elementary teachers, Aurora, Ont.	3,580	3.2	3.3	24	2004-08-31
York Region District School Board, secondary and occasional teachers, Aurora, Ont.	2,260	3.2	3.3	24	2004-08-31
Entertainment and Hospitality (2 agreements)	**1,810**	**3.1**	**3.6**	**36**	
Maple Leaf Sports & Entertainment Ltd., food service employees, Toronto, Ont.	1,130	3.3	4.0	36	2005-06-30
Woodbine Entertainment Group, racetrack employees, Ont.	680	2.7	2.8	36	2005-12-31
Public Administration (2 agreements)	**1,140**	**2.0**	**2.0**	**12**	
Société immobilière du Québec, office and clerical employees, Montréal, Que.	500	2.0	2.0	12	2003-12-31
The Construction Commission of Quebec, office and clerical employees, province-wide, Que.	640	2.0	2.0	12	2003-12-31
Agreements with COLA (4 agreements)	**2,960**	**2.5** *	**2.1**	**36**	
Agreements without COLA (36 agreements)	**39,290**	**2.7**	**3.2**	**22.1**	
All Agreements (40 agreements)	**42,250**	**2.7**	**3.1**	**23.1**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	22,030	B/CO/ARB	Jan.01-Apr.03
•Canada Post	Postmasters	10,000	B	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	B/CO	Dec. 02/Mar.03
•Fishery Products Int'l Ltd. (Nfld. & Lab.)	CAW	2,500	B	Dec. 02
•Government of Nova Scotia	Teachers	10,600	ARB	Dec. 01
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Cavendish Farms	UFCW	750	CO	Dec. 02
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•Eastern Canada Car Carriers	Teamsters	1,800	CO	Oct. 02
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	25,580	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Health Authorities of Alberta	various unions	25,000	B/MED/ARB	Mar. 02/03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B	Dec. 02
•B.C. Maritime Employers' Association	ILWU	3,350	TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Retail Food sector	UFCW	13,680	B	March 03
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	B	Dec. 02

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

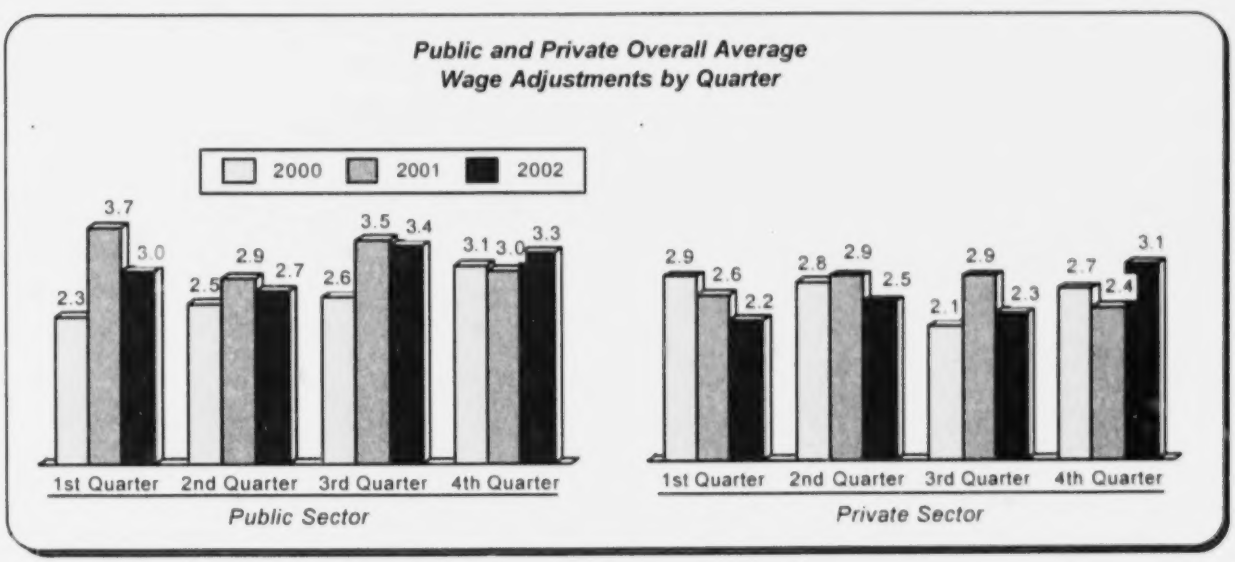
Wage Data for the Fourth Quarter 2002 for Small, Medium and Large Size Bargaining Units

Among the 96 collective bargaining settlements reached in the fourth quarter of the year 2002, 21 settlements were in small bargaining units (between 100 and 499) employees), 59 were in medium bargaining units (500 to 1,999 employees), and 16 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 3.2 per cent, up marginally from the 2.8, 2.7 and 2.9 per cent average recorded in the first, second and third quarters of 2002. The overall **public sector** wage adjustment at **3.3 per cent** was slightly higher than the figure of **3.1 per cent** reported for the **private sector.**

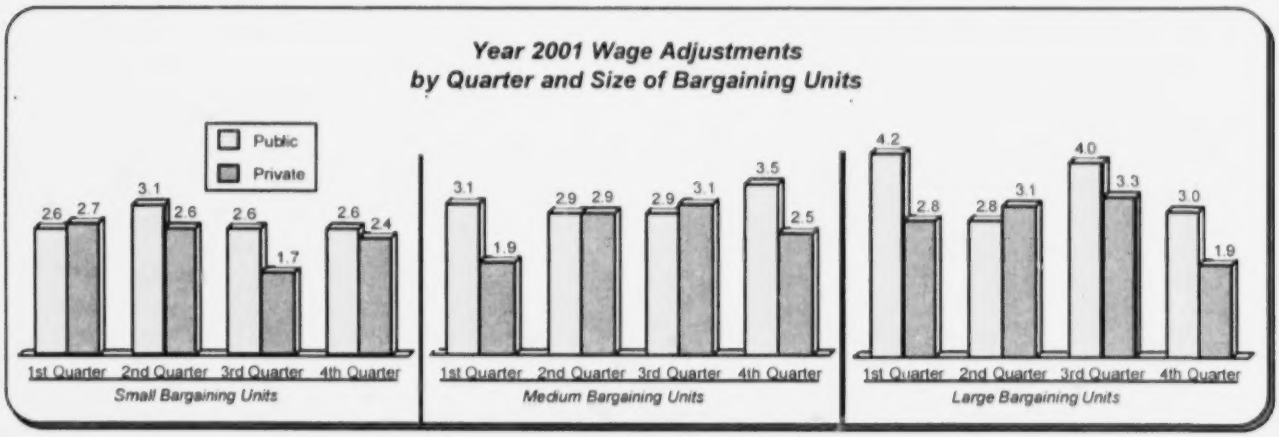
SMALL BARGAINING UNITS reported an average increase of **3.3 per cent,** the same as the third quarter figure and higher than the 2.4 and 2.7 per cent reported in the first and second quarter of the year. **Public sector** settlements provided an average increase of **4.0 per cent,** slightly lower than the third quarter (4.1 per cent) and higher than the 2.4 and 2.8 per cent in previous quarters. After a drop to 2.0 per cent in the third quarter, **private sector** wage adjustments raised again to **2.5 per cent** in the fourth quarter, as it was in the second quarter; in the first quarter of 2002, both public and private sectors recorded a 2.4 per cent average. On an industry basis, the **education, health and social services** sector had the highest wage adjustment at **4.1 per cent** while **primary industries** reported the lowest average at **1.5 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.6 per cent** in the **Prairie Provinces** to a low of **1.9 per cent** in **Quebec.**

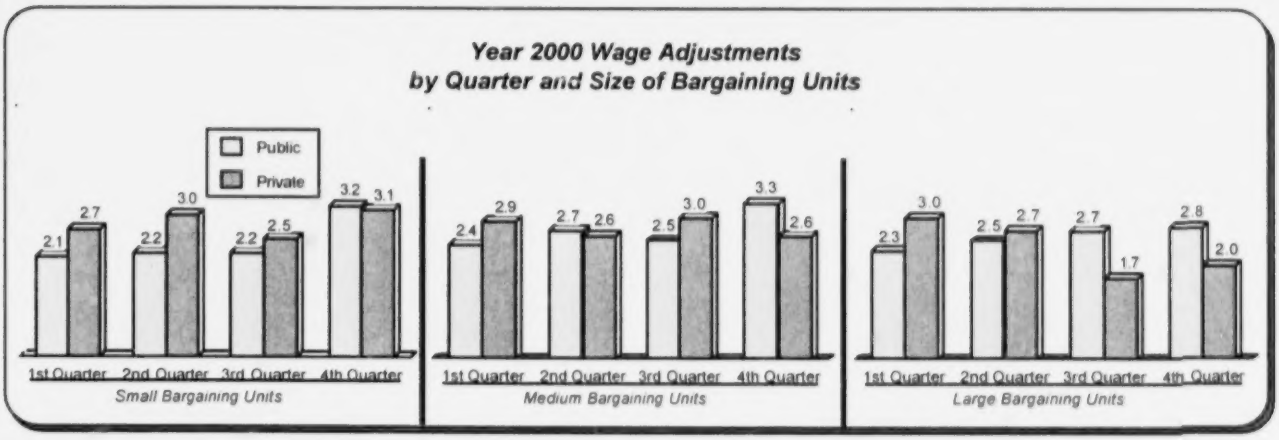
MEDIUM BARGAINING UNITS reported a fourth quarter average wage increase of **3.1 per cent** while previous quarters were lower: 2.9 in the first quarter; 2.4 in the second quarter and 3.0 per cent in the third quarter. **Public sector** settlements resulted in an average increase of **3.2 per cent,** compared to 3.1 in the first quarter, 2.5 in the second quarter and 3.4 per cent in the third quarter of the year. **Private sector** average wage increase were at **2.5 per cent** in the fourth quarter compared to 2.4 in the first quarter, 2.2 in the second and 2.6 per cent in the third quarter of the year. On an industry basis, the **utilities** sector had the highest wage adjustment at **3.3 per cent** while **entertainment and hospitality** reported the lowest average at **1.7 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.8 per cent** in the **Prairie Provinces** to a low of **1.9 per cent** in **British Columbia.**

LARGE BARGAINING UNITS reported a wage increase of **3.3 per cent,** much higher than the first quarter figure of 2.9 per cent and both second and third quarters at 2.7 per cent. **Public sector** average wage increases at **3.1 per cent** were slightly higher than the first and third quarters at 3.0 per cent compared to the second quarter figure of 2.7 per cent. **Private sector** settlements resulted in an average increase of **3.5 per cent,** much higher than the 2.0, 2.6 and 2.3 per cent averages recorded in the first, second and third quarters respectively. On an industry basis, the **manufacturing** sector had the highest wage adjustment at **4.1 per cent** while **transportation** reported the lowest increase at **2.6 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.9 per cent** in the **Prairies Provinces** to a low of **1.6 per cent** in **Quebec.**



Year 2002 Wage Adjustments
by Quarter and Size of Bargaining Units
Public
Private
2.4 2.4 2.8 2.5 4.1 2.0 4.0 2.5
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Small Bargaining Units
3.1 2.4 2.5 2.2 3.4 2.6 3.2 2.5
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Medium Bargaining Units
3.0 2.0 2.7 2.6 3.0 2.3 3.1 3.5
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Large Bargaining Units


Year 2001 Wage Adjustments
by Quarter and Size of Bargaining Units
Public
Private
2.6 2.7 3.1 2.6 2.6 1.7 2.6 2.4
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Small Bargaining Units
3.1 1.9 2.9 2.9 2.9 3.1 3.5 2.5
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Medium Bargaining Units
4.2 2.8 2.8 3.1 4.0 3.3 3.0 1.9
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Large Bargaining Units


Year 2000 Wage Adjustments
by Quarter and Size of Bargaining Units
Public
Private
2.1 2.7 2.2 3.0 2.2 2.5 3.2 3.1
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Small Bargaining Units
2.4 2.9 2.7 2.6 2.5 3.0 3.3 2.6
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Medium Bargaining Units
2.3 3.0 2.5 2.7 2.7 1.7 2.8 2.0
1st Quarter 2nd Quarter 3rd Quarter 4th Quarter
Large Bargaining Units

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN JANUARY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date
					yyyy/mm/dd
Primary Industries (3 agreements)					
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	190	1.3 *	0.0	36	2005-12-31
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	120	1.3 *	0.0	36	2005-12-31
Hudson Bay Mining & Smelting Co. Limited, tradesmen, Flin Flon, Man.	100	1.3 *	0.0	36	2005-12-31
Utilities (1 agreement)					
Quebec Electric Energy, general tradesmen, Shipshaw, Que.	450	2.5	2.5	12	2003-12-31
Manufacturing (3 agreements)					
Alcan Smelters and Chemicals Ltd., hourly rated employees, Shawinigan, Que.	450	2.5	2.5	12	2003-12-31
Owens Illinois Canada Corp., plant and maintenance employees, Lavington, B.C.	360	2.6 *	2.2	48	2006-01-04
Ryder Truck Rental Canada Ltd. (Ryder Integrated Logistics), warehouse employees, Canada-Wide	310	4.2	4.4	36	2006-01-11
Transportation (3 agreements)					
Groupe Alcan Metal Primaire-Quebec, longshoremen, Port-Alfred, Que.	210	2.5	2.5	12	2003-12-31
Ontario Northland Transportation Commission, maintenance of way employees, Northern Ontario	210	3.0	2.0	36	2004-12-31
Ontario Northland Transportation Commission, tradesmen, Northern Ontario	210	3.0	2.0	36	2004-12-31
Information and Culture (1 agreement)					
The Shopping Channel, Division of Rogers Broadcasting Limited, retail, warehouse and call centre employees, Toronto, Ont.	350	4.9	6.7	34	2005-09-30
Education, Health and Social Services (6 agreements)					
Board of School Trustees of School District No. 6, support employees, Invermere, B.C.	220	2.4	3.6	18	2003-06-30
Board of School Trustees of School District No. 79, support employees, Duncan, B.C.	320	2.3	3.5	18	2003-06-30
Board of School Trustees of School District No. 85, building maintenance, North Vancouver Island, B.C.	160	2.3	3.5	18	2003-06-30
Government of New Brunswick, nurses, province-wide, N.B.	370	3.0	4.0	48	2004-11-30
McMaster University, food service employees, Hamilton, Ont.	120	2.3	2.8	36	2005-12-31
Windsor Community Living Support Services, health service-non-professionals, Windsor, Ont.	280	1.7	1.6	24	2005-03-31
Entertainment and Hospitality (1 agreement)					
Chateau Lacombe Hotels Limited, hotel or restaurant employees, Edmonton, Alta.	190	3.0	3.0	24	2004-12-31

Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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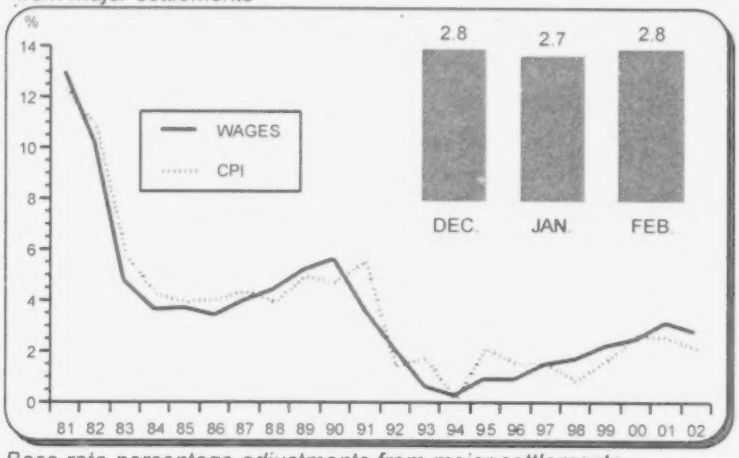
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

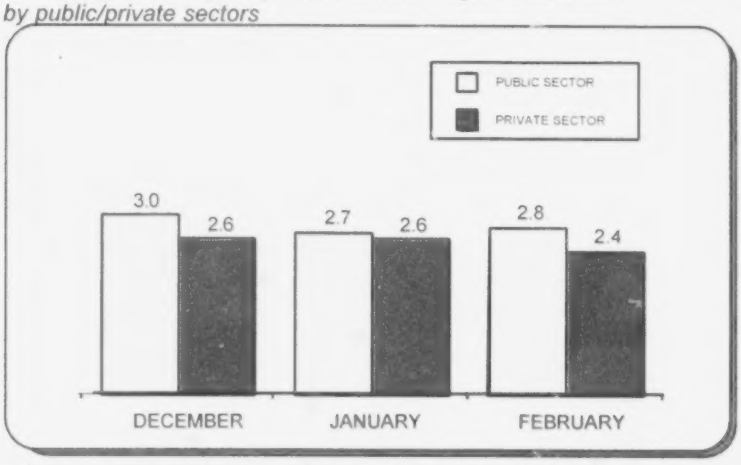
The Wage Settlements Bulletin

April 2003
Volume 14, Issue 4

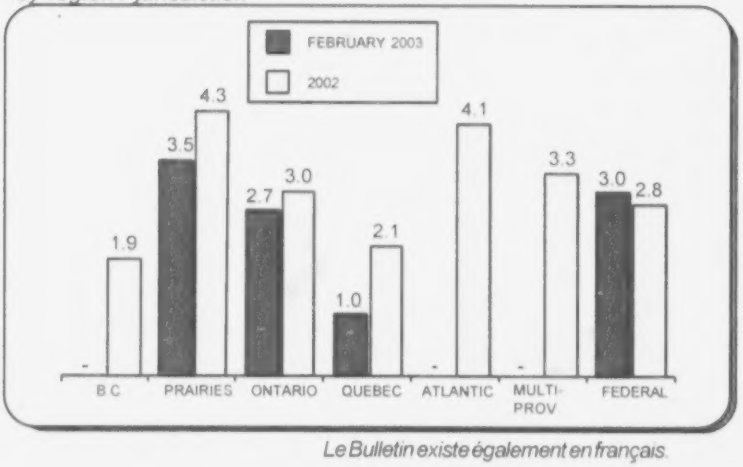
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region / jurisdiction



Le Bulletin existe également en français.

Wage Data for February 2003

Major collective bargaining settlements reached in **February 2003** provided base-rate wage increases averaging **2.8 per cent** annually over the contract-term. This is up slightly from the 2.7 per cent figure in the previous month, but is the same average recorded for the year 2002. The February 2003 results are based on a review of 22 settlements reached in the period, with a coverage of 22,240 employees.

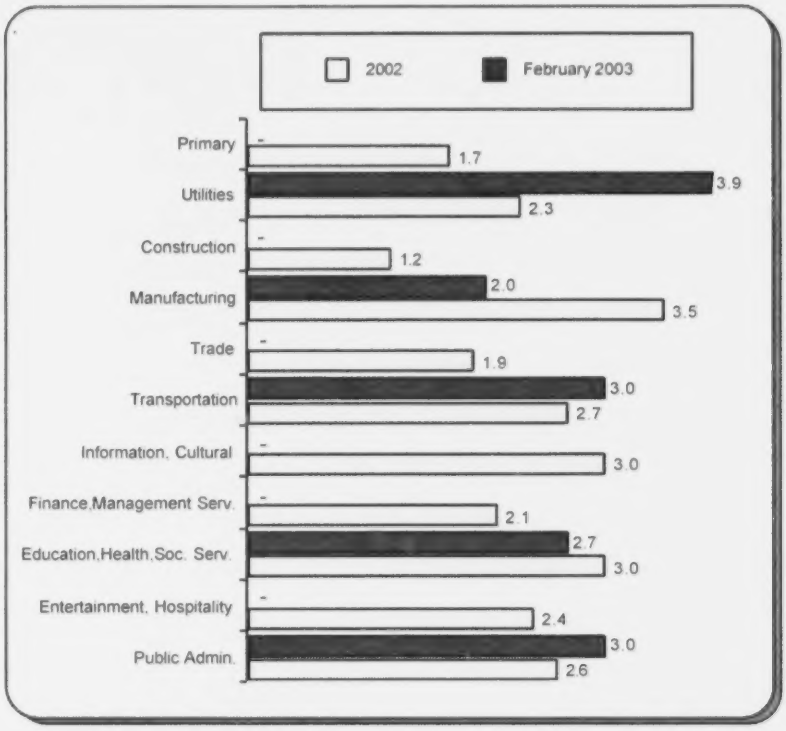
When the parties to the February 2003 settlements previously negotiated (with contract durations averaging 29 months), the resulting wage adjustments averaged 3.3 per cent, compared to the 2.8 per cent in their current round of settlements and a current average contract duration of 32 months.

Wage adjustments in February were largely comprised of public sector settlements (17 of 22 settlements covering 85% of all workers). **Public-sector** wage adjustments for 18,810 employees averaged **2.8 per cent,** up from the 2.7 per cent figure reached in the previous month, but down a fraction from the average of 2.9 per cent for the year 2002. **Private-sector** wage increases for 3,430 employees in 5 agreements averaged **2.4 per cent,** down slightly from the 2.6 per cent figure recorded in the previous month and for the year 2002.

On a regional/jurisdictional basis, the largest average wage increases were reported in Alberta (8 agreements, 7,750 employees) at 3.5 per cent; the smallest in Quebec at 1.0 per cent (2 agreements, 3,350 employees). In the Federal jurisdiction, a single agreement provided 1,900 employees with an increase averaging 3.0 per cent. Wage increases in Ontario settlements averaged 2.7 per cent (11 agreements, 9,240 employees). There were no agreements in British Columbia, Saskatchewan, Manitoba, the Atlantic Provinces or in the Multiprovince jurisdiction.

Canada

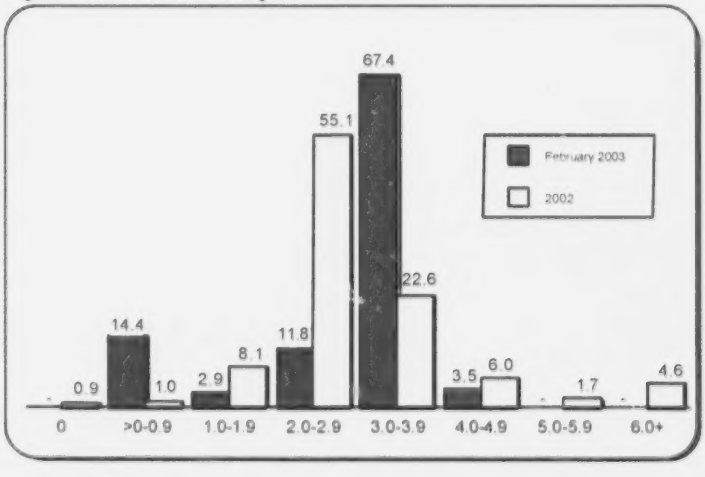
Base rate percentage adjustments from major settlements, by industry



On an industry basis, the largest concentration of employees was in **education, health and social services** with 14,310 employees (64% of all workers) receiving wage increases averaging **2.7 per cent** in 13 agreements. The largest average increase in wage settlements was in the **utilities** sector at **3.9 per cent** for 1,630 employees in 2 agreements. The smallest average wage increase at **2.0 per cent** was recorded in the **manufacturing** sector with 2,580 employees in 4 agreements. In **public administration**, 2 agreements provided 1,820 employees with wage gains averaging **3.0 per cent**. In the **transportation** sector, 1,900 employees received a wage increase averaging **3.0 per cent** in a single agreement.

The largest concentration of employees (67.4%) received increases in the 3.0 to 3.9 per cent range.

Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	-	-
Quebec	2	3,350
Ontario	11	9,240
Prairie Provinces	8	7,750
British Columbia	-	-
Multiprovince	-	-
Federal	1	1,900

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2002				Year to	2002	2003	
				1	2	3	4	Date	Dec	Jan	Feb
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.2	2.7	2.8	2.7	2.8
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	2.8	2.8	2.7	2.8
COLA	2.4	3.1	3.5	2.2	2.6	3.7	4.1	2.2	2.6	2.5	0.9
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.0	3.5	3.1	3.3	3.1	3.1
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.2	3.2	3.4	3.2	3.1
COLA	2.5	3.3	3.8	1.5	2.1	4.3	4.7	2.1	2.4	2.1	2.1
Industries											
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.3	-	1.3	-
Utilities	3.5	2.5	2.3	3.3	0.7	2.9	3.3	3.9	3.4	-	3.9
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	3.0	3.6	3.9	2.4	2.2	2.7	2.0
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.6	2.7	2.2	3.0
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	-	-	-	-
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	3.6	2.6	-
Education, Health, Social Services	2.6	3.4	3.0	3.1	2.8	3.4	3.2	2.8	3.1	2.8	2.7
Entertainment,Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.1	2.2	3.1	-
Public Admininistration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.6	2.4	2.0	3.0
Jurisdictions											
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	4.4	4.0	4.4	4.0	-
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	-	-	-	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	-	2.7	-	-
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	-	0.5	-	-
Quebec	2.4	2.8	2.1	2.3	2.1	2.2	2.0	1.8	2.3	2.2	1.0
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.3	3.0	2.9	3.1	2.7
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	2.6	-	2.6	-
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	-	2.0	-	-
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	3.9	3.5	4.0	3.5	3.5
British Columbia	1.6	3.0	1.9	2.5	1.0	1.4	2.0	2.3	1.9	2.3	-
Multi-Province	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.4	2.8	1.9	3.0
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.1	2.8	3.0	2.7	2.8
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.5	2.6	2.6	2.4
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.6	3.9	4.5	4.6

Data for the month of February are preliminary.

MAJOR SETTLEMENTS REACHED IN FEBRUARY 2003

Industry and Employer	No. of empls.	Average annual percentage adj.	First year adjustment	Duration (months)	Expiry date yyyy/mm/dd
Utilities (2 agreements)	**1,630**	**3.9**	**4.2**	**24**	
ATCO Gas, plant and maintenance employees, Edmonton, Alta.	850	3.8	4.3	24	2004-12-31
Epcor Utilities Inc., office and clerical employees, Edmonton, Alta.	780	4.0	4.0	24	2003-12-27
Manufacturing (4 agreements)	**2,580**	**2.0**	**1.8**	**44.9**	
Atlas Specialty Steels, Division of Slater Stainless Corp., plant and maintenance employees, Welland, Ont.	600	0.9 *	2.1	30	2006-09-22
Services Drummondville Inc., production, Drummondville, Que.	740	2.1	1.3	72	2009-02-09
Walker Exhausts, plant and maintenance employees, Cambridge, Ont.	600	3.1	3.1	36	2006-02-06
Waterloo Furniture Components Ltd., plant and maintenance employees, Kitchener, Ont.	640	1.8	1.0	36	2006-01-31
Transportation (1 agreement)	**1,900**	**3.0**	**3.0**	**36**	
City of Ottawa - OC Transpo, bus drivers, Ottawa	1,900	3.0	3.0	36	2005-03-31
Education, Health and Social Services (13 agreements)	**14,310**	**2.7**	**3.2**	**29.3**	
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	620	3.3	4.0	36	2005-03-31
Calgary Regional Health Authority, non-medical employees, Calgary, Alta.	650	3.3	4.0	36	2005-03-31
Capital Health Authority (Royal Alexandra Hospital), non-medical employees, Edmonton, Alta.	1,050	3.4	4.0	36	2005-03-31
Capital Health Authority, non-medical employees, Edmonton, Alta.	2,040	3.5	4.0	24	2004-03-31
Caritas Health Group (Grey Nuns Hospital & Edmonton General Hosp.), non-medical employees, Edmonton, Alta.	760	3.4	4.0	36	2005-03-31
Hastings and Prince Edward District School Board, office and clerical employees, Belleville, Ont.	660	3.0	3.0	24	2004-08-31
Limestone District School Board, elementary teachers, Kingston, Ont.	800	3.2	3.1	24	2004-08-31
McMaster University, teaching assistants, Hamilton, Ont.	1,880	2.6	2.5	28	2004-12-31
Provincial Health Authorities of Alberta, health service non-professionals, Lakeland, Alta.	1,000	3.5	4.0	24	2004-03-31
Trillium Lakelands District School Board, elementary teachers, Lindsay, Ont.	790	3.3	3.7	24	2004-08-31
University of Montreal, lecturers, Montreal, Que.	2,610	0.7	2.0	36	2006-08-31
Waterloo Catholic District School Board, elementary teachers, Kitchener, Ont.	930	3.0	3.0	24	2004-08-31
Waterloo Catholic District School Board, secondary teachers, Kitchener, Ont.	520	3.0	3.0	24	2004-08-31
Public Administration (2 agreements)	**1,820**	**3.0**	**3.0**	**36**	
City of Thunder Bay, inside and outside employees, Thunder Bay, Ont.	720	3.0	3.0	36	2005-12-31
Municipal Property Assessment Corporation, administrative and support employees, province-wide, Ont.	1,100	3.0	3.0	36	2005-12-31
Agreements with COLA (1 agreement)	**600**	**0.9 ***	**2.1**	**30**	
Agreements without COLA (21 agreements)	**21,640**	**2.8**	**3.1**	**31.9**	
All Agreements (22 agreements)	**22,240**	**2.8**	**3.1**	**31.8**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	22,030	B/CO/ ARB/TENT	Jan.01-Apr.03
•Canada Post	Postmasters	6,600	B/TENT	Dec. 01
•Canada Post	CUPW	45,000	B	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	CO/PCB	Dec. 02/Mar.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/MED	April 02
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	B	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Hydro One (Ont.)	CUPE	3,100	B	March 03
•National Steel Car (Ont.)	Steelworkers	2,320	B	April 03
•Government of Manitoba	CUPE	3,100	B	March 03
•Health Authorities of Alberta	various unions	25,000	B/MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B/TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Retail Food sector	UFCW	16,680	B	Mar./Apr. 03
•B.C. Forest Industry	IWA-Canada	19,500	B	June 03
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	B	Dec. 02
•Pipeline Contractors	plumbers	800	B	April 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

Distribution of Employees and Agreements by Level of Wage Adjustment for Small, Medium and Large Bargaining Units

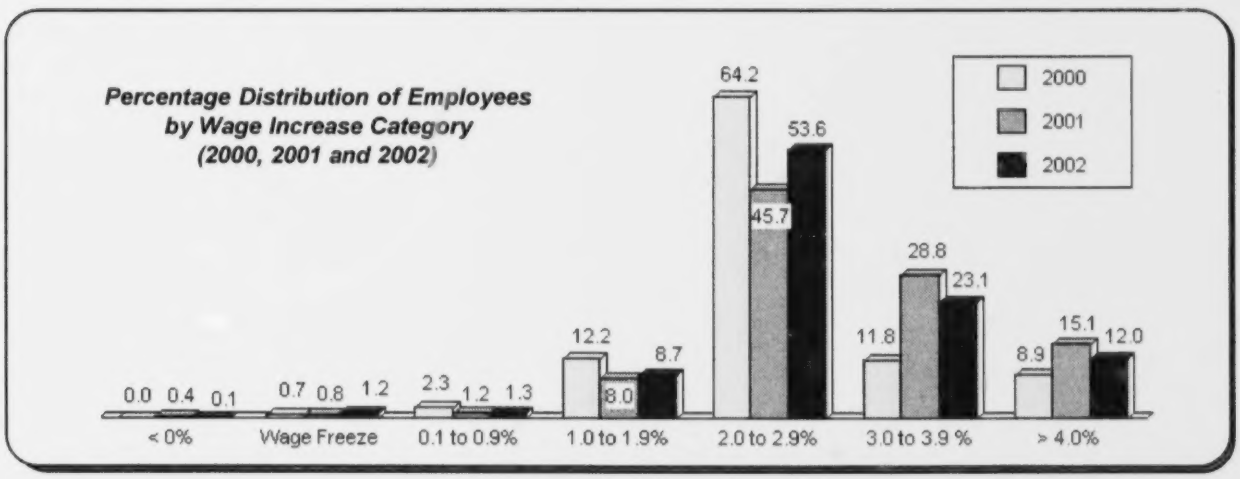
Throughout 2000, 2001 and 2002, in all bargaining units (small, medium and large), the modal wage adjustment category for the distribution of employees and agreements was in the 2.0 to 2.9 per cent increase range. Overall **public sector employees** were situated in the 2.0 to 2.9 per cent range in all three years. While overall **private sector employees** remained in the 2.0 to 2.9 per cent range in 2000 and 2001, they were predominantly in the 1.0 to 1.9 per cent range in 2002.

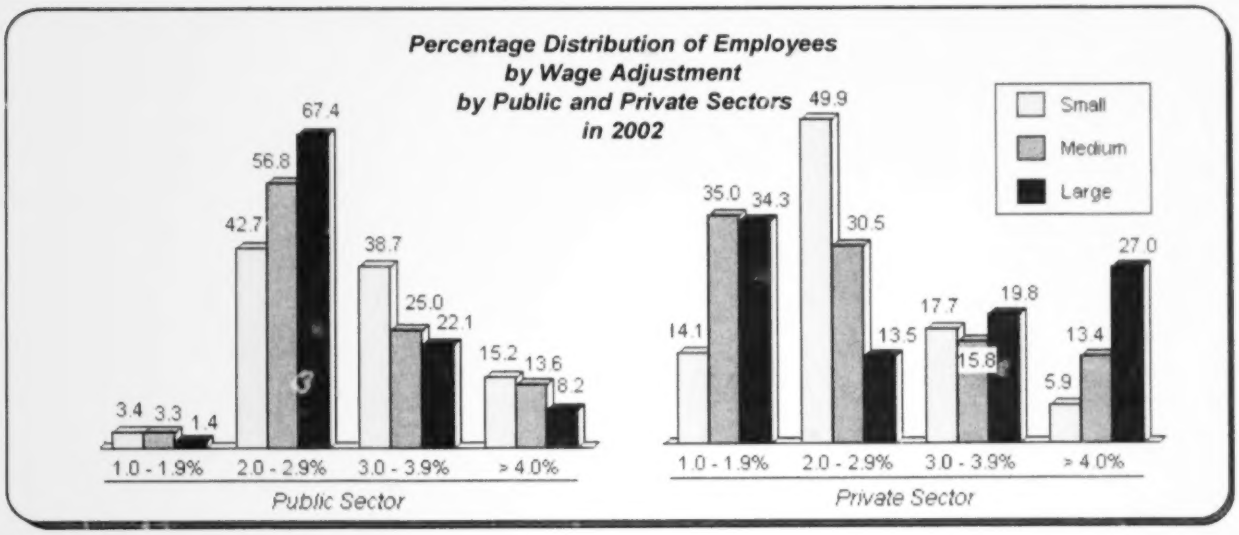
Among the 513 collective bargaining settlements reached in 2002, 146 settlements were in small bargaining units (between 100 and 499 employees), 260 were in medium bargaining units (500 to 1,999 employees), and 107 were in large bargaining units with 2,000 employees and over.

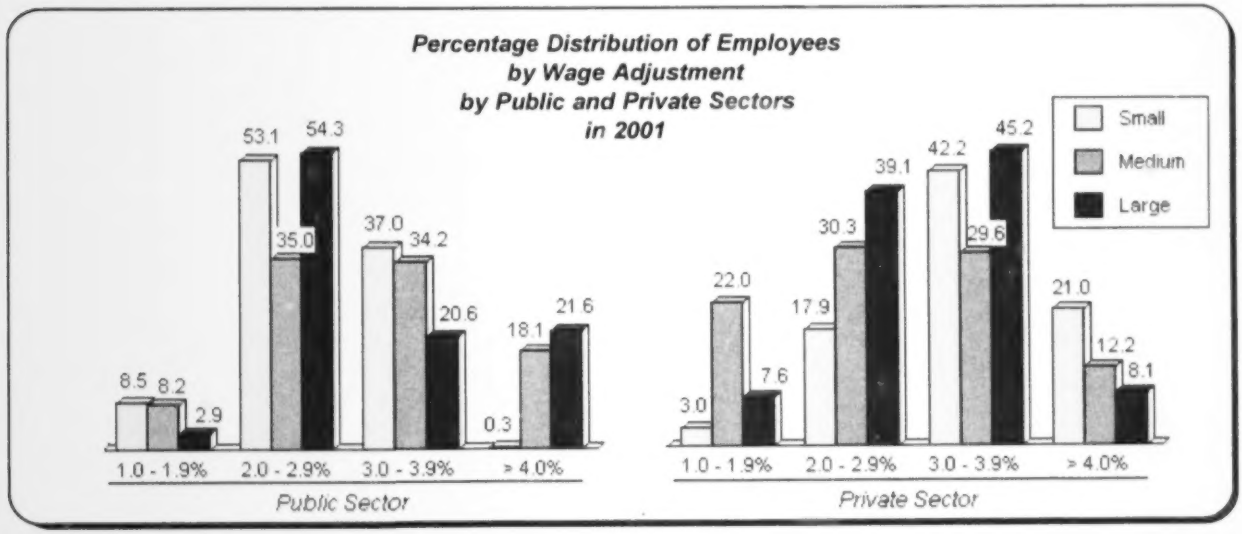
In **small bargaining units,** 46.0 per cent of employees and 43.2 per cent of agreements (63) received a base-rate wage adjustment between 2.0 to 2.9 per cent. This represents half (49.9 per cent) of private sector employees and 42.7 per cent of public sector employees. While 38.7 per cent of public sector employees received wage adjustments of 3.0 to 3.9 per cent, only 17.7 per cent of private sector employees were in that category. The highest wage adjustment, 4.0 per cent and higher, was granted to 15.2 per cent of public sector employees while 14.1 per cent of private sector employees received the lowest adjustment (1.0 to 1.9 per cent range).

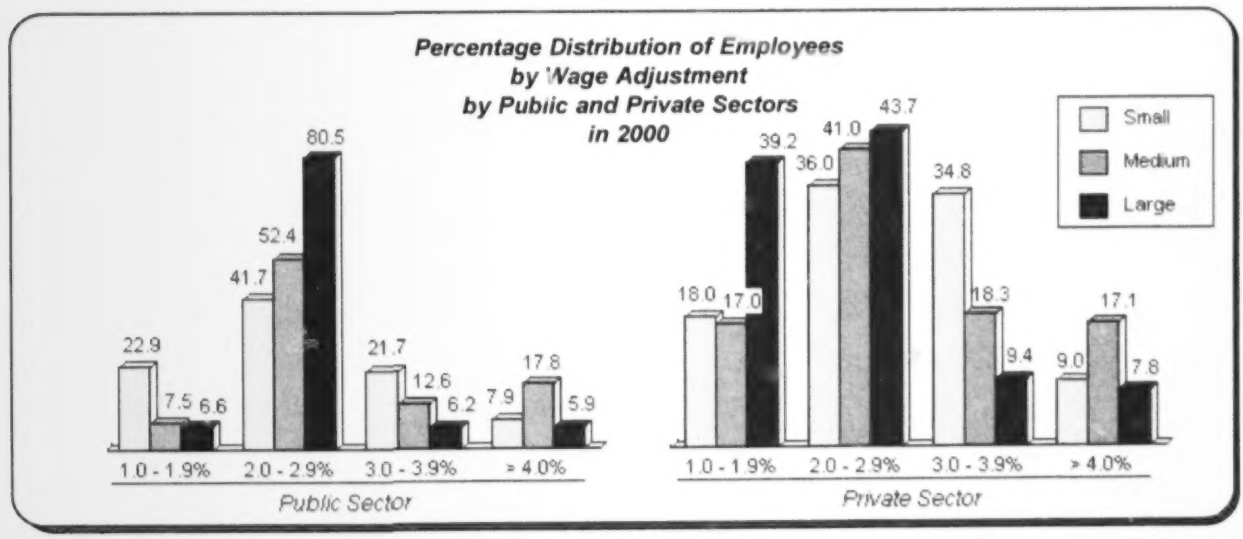
In the **medium bargaining units,** 49.2 per cent of the employees and half the agreements received a base-rate wage adjustment between 2.0 to 2.9 per cent. This represents 56.8 per cent of public sector employees and 30.5 per cent private sector employees. One quarter, 25.0 per cent of public sector employees and 15.8 per cent of private sector employees received 3.0 to 3.9 per cent wage increase. Over a third (35.0 per cent) of private sector employees received the lowest wage increase (1.0 to 1.9 per cent) while 13.6 per cent of public sector employees reach wage adjustments of 4.0 per cent and higher.

In the **large bargaining units,** the 2.0 to 2.9 per cent adjustment rate was reached by 45.8 per cent of the agreements, covering 57.1 per cent of the employees. A good majority of public sector employees (67.4 per cent) and 34.3 per cent private sector employees received a base-rate wage adjustment between 2.0 to 2.9 per cent. Under a quarter of public and private sectors employees, 22.1 and 19.8 per cent respectively benefited from a 3.0 to 3.9 per cent wage increase. The highest wage adjustment, 4.0 per cent and higher, was awarded to 8.2 per cent of public sector employees and to 27.0 per cent private sector employees.




Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2002
Small
Medium
Large
3.4 3.3 1.4
42.7 56.8 67.4
38.7 25.0 22.1
15.2 13.6 8.2
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Public Sector
14.1 35.0 34.3
49.9 30.5 13.5
17.7 15.8 19.8
5.9 13.4 27.0
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Private Sector


Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2001
Small
Medium
Large
8.5 8.2 2.9
53.1 35.0 54.3
37.0 34.2 20.6
0.3 18.1 21.6
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Public Sector
3.0 22.0 7.6
17.9 30.3 39.1
42.2 29.6 45.2
21.0 12.2 8.1
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Private Sector


Percentage Distribution of Employees
by Wage Adjustment
by Public and Private Sectors
in 2000
Small
Medium
Large
22.9 7.5 6.6
41.7 52.4 80.5
21.7 12.6 6.2
7.9 17.8 5.9
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Public Sector
18.0 17.0 39.2
36.0 41.0 43.7
34.8 18.3 9.4
9.0 17.1 7.8
1.0 - 1.9% 2.0 - 2.9% 3.0 - 3.9% > 4.0%
Private Sector

SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN FEBRUARY 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Utilities (1 agreement)					
Electrical Safety Authority, office and clerical employees, province-wide, Ont.	280	3.0	3.0	24	2005-03-31
Manufacturing (7 agreements)					
Aero Garment Limited, production, Vancouver, B.C.	120	1.2	1.0	36	2005-12-31
Avcorp Industries Inc. (Aerostructures Division), plant and maintenance employees, Richmond, B.C.	350	1.7	0.0	36	2005-09-30
Ball Packaging Products Canada, Inc., plant and maintenance employees, Burlington, Ont.	340	2.0 *	2.6	36	2006-01-24
Kimberly-Clark Forest Products Inc., mill employees, Terrace Bay, Ont.	490	2.1	2.0	60	2007-04-30
Shorewood Packaging Corporation, SPC Corporation Limited, production, Smiths Falls, Ont.	200	2.5	2.5	72	2009-01-31
Snap-On Tools of Canada Ltd., plant and maintenance employees, province-wide, Ont.	230	3.0	3.0	36	2006-01-31
Weyerhaeuser Company Limited, mill employees, Chapleau, Ont.	150	2.5	2.3	60	2007-04-30
Finance, Real Estate, Management Services (1 agreement)					
Atomic Energy of Canada Limited, general tradesmen (non-construction), Chalk River, Ont.	350	2.0	2.0	36	2006-03-31
Education, Health and Social Services (5 agreements)					
Corporation of the County of Renfrew (Miramichi Lodge), health service-non-professionals, Pembroke, Ont.	150	3.2	3.0	36	2005-12-31
Rainbow District School Board, secondary teachers, Sudbury, Ont.	400	3.3	3.3	24	2004-08-31
St. Joseph's Auxiliary Hospital, non-medical employees, Edmonton, Alta.	220	4.3	6.6	24	2004-06-30
Superior-Greenstone District School Board, secondary and occasional teachers, Marathon, Ont.	150	3.5	3.5	24	2004-08-31
Windsor Regional Hospital, non-medical employees, Windsor, Ont.	490	3.2	3.0	36	2005-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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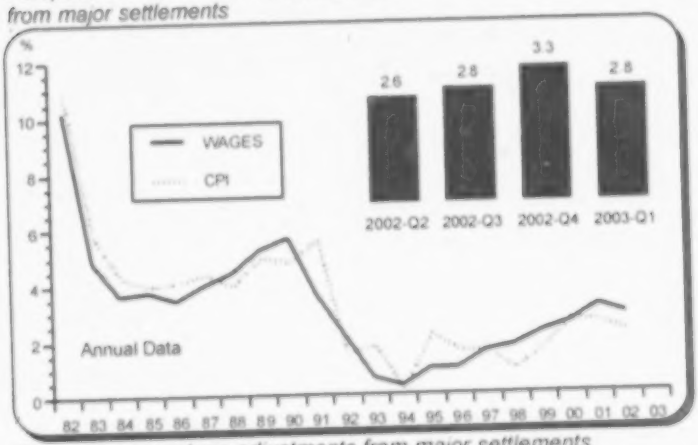
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

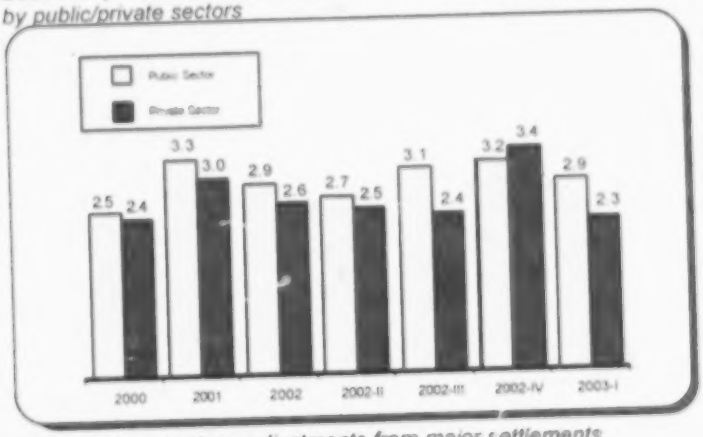
The Wage Settlements Bulletin

May 2003
Volume 14, Issue 5

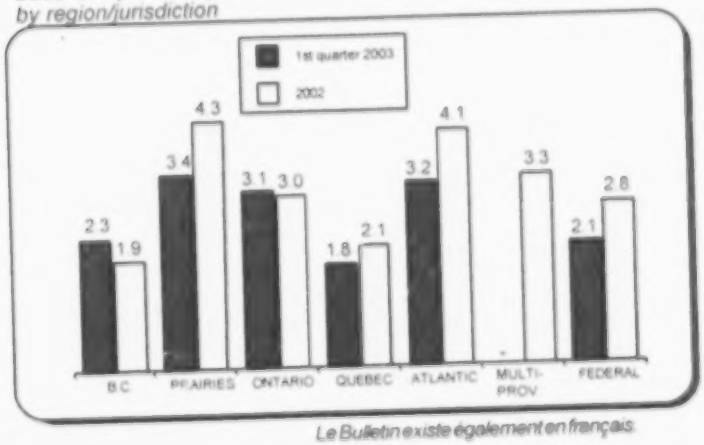
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for the First Quarter

Major collective bargaining settlements reached in **the first quarter 2003** provided base-rate wage increases averaging **2.8 per cent** annually over the contract term. This is down from the 3.3 per cent figure in the previous quarter, but the same average recorded for the year 2002. The first quarter 2003 results are based on a review of 86 settlements reached in the period, with a coverage of 107,980 employees.

When the parties to these settlements previously negotiated (with contract durations averaging 32 months), the resulting wage adjustments averaged 2.5 per cent, compared to the 2.8 per cent in their current round of settlements and a current average contract duration of 31 months.

Wage adjustments in the first quarter were largely comprised of public sector settlements (62 of 86 settlements covering 75.5% of all workers). **Public-sector** wage adjustments for 81,490 employees averaged **2.9 per cent,** down from the 3.2 per cent figure reached in the previous quarter, and the same as the average of 2.9 per cent reached in the year 2002. **Private-sector** wage increases for 26,490 employees in 24 agreements averaged **2.3 per cent,** down from the 3.4 per cent figure recorded in the previous quarter and the 2.6 per cent figure for the year 2002.

On a regional/jurisdictional basis, the largest average wage increases were reported in the Prairie Provinces (12 agreements, 18,030 employees) at 3.4 per cent; the smallest in Quebec at 1.8 per cent (9 agreements, 10,210 employees). Wage increases in Ontario settlements averaged 3.1 per cent (36 agreements, 36,810 employees); wage increases in the Atlantic Provinces averaged 3.2 per cent (5 agreements, 15,650 employees); and in B.C., 2.3 per cent (15 agreements, 14,500 employees). In the Federal jurisdiction, 9 agreements provided 12,780 employees with an increase averaging 2.1 per cent.

Canada

Wage Data for March 2003

Base-rate wage adjustments from major collective bargaining settlements reached in **March 2003** averaged **2.9 per cent** annually over the contract term, up a fraction from the 2.8 per cent average in the previous month and the 2.8 per cent annual figure for 2002 as a whole.

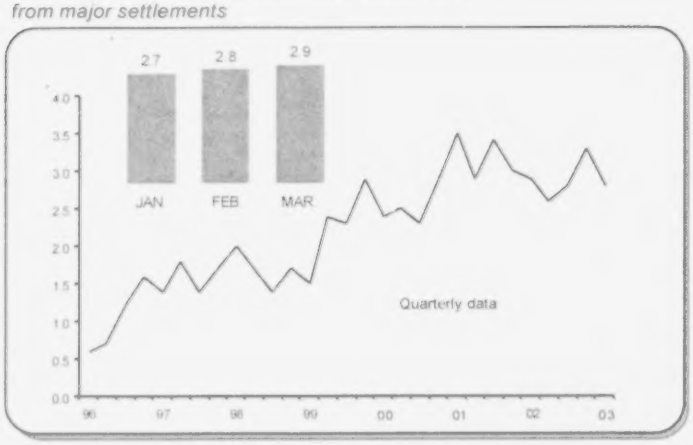
The results for March 2003 are based on a review of 22 settlements covering 42,120 employees.

When the parties to these settlements previously negotiated, contract duration averaged 33 months and the resulting wage adjustments averaged 2.4 per cent, compared to the 2.9 per cent in their current round of settlements and average contract duration of 39 months.

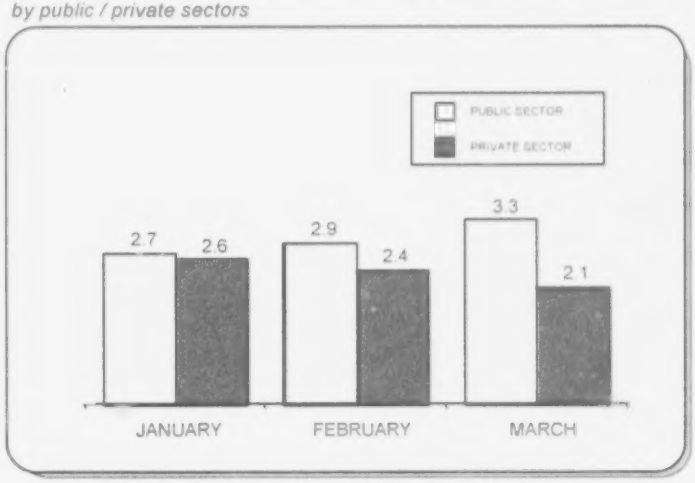
Wage gains in March were higher in the **public sector (3.3 per cent)** than in the **private sector (2.1 per cent)**. Public-sector wage adjustments for March were influenced in large part by a Government of Nova Scotia settlement providing 10,000 teachers with wage gains averaging 3.4 per cent.

On a regional/jurisdictional basis, wage adjustments in March were largest in Ontario and the Prairie Provinces at 3.2 per cent; wage adjustments were lowest in Quebec at 1.8 per cent and in the Federal jurisdiction at 1.9 per cent. The largest concentration of employees was in the Atlantic Provinces with 14,780 workers receiving wage increases of 3.1 per cent in 4 agreements (due in large part to the Nova Scotia teachers contract). There were no settlements in British Columbia.

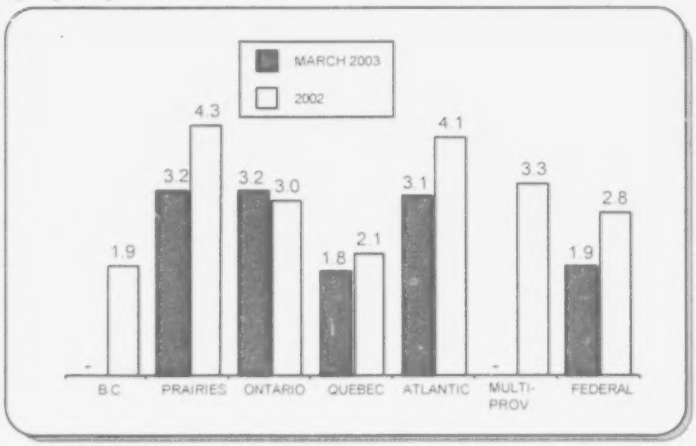
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public / private sectors

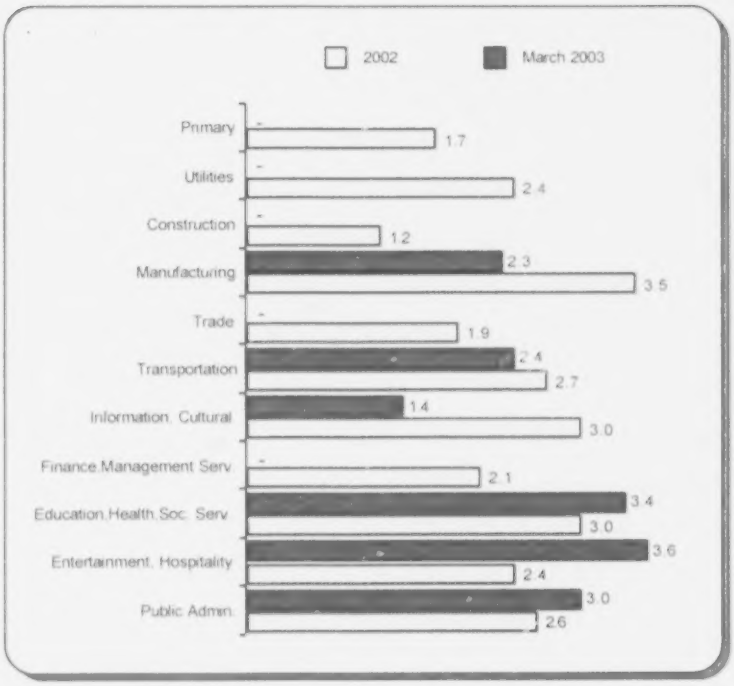


Base rate percentage adjustments from major settlements, by region / jurisdiction

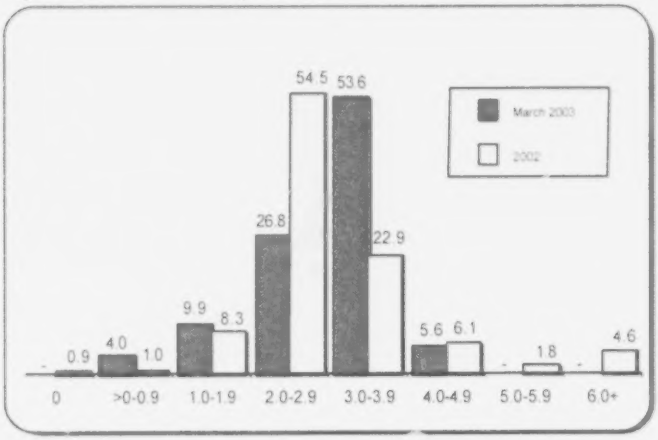


On an industry basis, the largest concentration of employees was in **education, health and social services** with 22,320 employees (53% of all workers) receiving wage increases averaging **3.4 per cent** in 8 agreements. The largest average increase in wage settlements was in the **entertainment and hospitality** sector at **3.6 per cent** for 1,200 employees in a single agreement (Cara Operations, airline services). The smallest average wage increase at **1.4 per cent** was recorded in the **information and culture** sector with 4,120 employees in 3 agreements. In **public administration**, a single agreement provided 2,010 employees with wage gains averaging **3.0 per cent**. In the **transportation** sector, 5,220 employees received a wage increase averaging **2.4 per cent** in 3 agreements. In the **manufacturing** sector, 6 agreements provided 7,250 employees with wage gains averaging **2.3 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction

	Agreements	Employees
Atlantic Provinces	4	14,780
Quebec	1	1,400
Ontario	10	10,870
Prairie Provinces	2	6,300
British Columbia	-	-
Multiprovince	-	-
Federal	5	8,770

WAGE ADJUSTMENTS FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustments in base rates)

	2000	2001	2002	2002				2003	2003		
				1	2	3	4	1	Jan	Feb	Mar
All Industries/Jurisdictions											
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.7	2.8	2.9
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.0	2.9	2.7	2.9	3.0
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.1	1.8	2.5	0.9	1.4
First Year Adjustment	2.3	3.4	3.0	2.8	2.9	3.0	3.6	3.0	3.1	3.1	2.8
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.2	3.1	3.2	3.1	3.0
COLA	2.5	3.3	4.2	1.5	2.3	4.7	5.2	1.6	2.1	2.1	1.2
Industries											
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.4	1.4	-	-
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	-	3.9	-
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	2.9	3.6	3.9	2.3	2.2	3.0	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.2	3.0	2.4
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	-	-	1.4
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	2.6	-	-
Education, Health, Social Services	2.6	3.5	3.0	3.1	2.8	3.4	3.2	3.0	2.8	2.8	3.4
Entertainment,Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.3	3.1	-	3.6
Public Admininistration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.8	2.0	3.0	3.0
Jurisdictions											
Newfoundland and Labrador	3.3	5.0	6.6	7.5	6.0	-	5.0	3.0	4.0	-	2.7
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	2.7	-	-	2.7
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	-	-	3.4
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	-	-	2.3
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.0	1.8
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.4	3.1	3.1	2.9	3.2
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	2.6	-	3.2
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	-	-	3.6
Alberta	4.7	5.1	4.9	6.8	6.3	4.4	3.9	3.5	3.5	3.5	-
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.3	-	-
Multi-Province	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.0	3.0	1.9
Public Sector	2.5	3.3	2.9	3.0	2.7	3.1	3.2	2.9	2.7	2.9	3.3
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.6	2.4	2.1
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	4.5	4.6	4.3

Data for the month of March are preliminary.

MAJOR SETTLEMENTS REACHED IN MARCH 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Manufacturing (6 agreements)	**7,250**	**2.3**	**2.5**	**40.9**	
Bombardier Aerospace de Havilland Division, production, Downsview, Ont.	1,170	1.2 *	0.9	36	2006-06-22
Cavendish Farms, plant and maintenance employees, New Annan, P.E.I.	640	2.7	3.7	48	2006-12-31
Faurecia Automotive Seating Canada Ltd., production, Mississauga, Ont.	500	3.0	4.4	36	2006-05-17
Fishery Products International Limited, plant and maintenance employees, Bonavista, Nfld.	2,500	2.7	3.0	27	2005-03-31
Ispat Sidbec inc., production, Contrecoeur, Que.	1,400	1.8 *	1.5	72	2009-01-31
Sterling Trucks, production, St. Thomas, Ont.	1,040	2.7	2.5	36	2006-03-08
Transportation (3 agreements)	**5,220**	**2.4**	**2.2**	**46.3**	
Allied Systems, truck drivers, province-wide, Que.	950	1.1 *	0.4	36	2005-10-31
British Columbia Maritime Employers Association, longshoremen, Coast, B.C.	3,700	2.6	2.7	51	2007-03-31
Hamilton Street Railway Company, operating employees, Municipality of Hamilton-Wentworth, Ont.	570	3.0	2.0	33	2003-12-31
Information and Culture (3 agreements)	**4,120**	**1.4**	**1.4**	**40**	
Canadian Broadcasting Corporation, technical employees, Canada-Wide (excl. Que. & N.B.)	1,770	2.5	2.5	9	2004-03-31
Groupe TVA Inc., broadcast and TV employees, Montréal, Que.	650	1.4 *	2.0	72	2005-12-31
Vidéotron ltée, administrative services employees, Montréal, Que.	1,700	0.3	0.0	60	2006-12-31
Education, Health and Social Services (8 agreements)	**22,320**	**3.4**	**3.4**	**36.9**	
Government of New Brunswick, support employees, province-wide, N.B.	1,640	2.3	2.7	48	2006-02-28
Government of Nova Scotia, elementary and secondary teachers, province-wide, N.S.	10,000	3.4	3.5	43	2005-07-31
Regional Health Authorities of Manitoba, home care workers, province-wide, Man.	5,500	3.2	3.0	36	2005-03-31
Thames Valley District School Board, secondary teachers, London, Ont.	1,660	4.2	4.2	12	2003-08-30
University of Guelph, teaching assistants, Guelph, Ont.	860	3.7	3.5	36	2005-08-31
University of Regina, professors, Regina, Sask.	800	3.6	3.5	36	2005-06-30
Upper Grand District School Board, secondary teachers, Guelph, Ont.	710	4.2	4.2	12	2003-08-31
York Region District School Board, occasional teachers, Aurora, Ont.	1,150	3.2	3.3	24	2004-08-31
Entertainment and Hospitality (1 agreement)	**1,200**	**3.6**	**3.5**	**36**	
Cara Operations Limited, hotel or restaurant employees, Toronto, Ont.	1,200	3.6	3.5	36	2006-01-14
Public Administration (1 agreement)	**2,010**	**3.0**	**2.0**	**33**	
City of Hamilton & Region of Hamilton-Wentworth, inside and outside employees, Hamilton, Ont.	2,010	3.0	2.0	33	2003-12-31
Agreements with COLA (4 agreements)	**4,170**	**1.4 ***	**1.2**	**53.7**	
Agreements without COLA (18 agreements)	**37,950**	**3.0**	**3.0**	**37.2**	
All Agreements (22 agreements)	**42,120**	**2.9**	**2.8**	**38.8**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	103,130	B/CO/ARB	Jan.01-Jun.03
•Canada Post	Postmasters	6,600	TENT	Dec. 01
•Canada Post	CUPW	45,000	CO	Jan. 03
•Atomic Energy	Engineers and technical empls.	1,050	CO/TENT	Dec. 02/Mar.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/CO/ARB	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•CAE Electronics	CEP	750	B	June 03
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	ARB	Mar. 02
•Government of Ontario	OPPA (police)	6,840	B	Dec. 02
•Hydro One (Ont.)	CUPE	3,100	TENT	March 03
•INCO Ltd. (Ont.)	Steelworkers	3,630	B	May 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	various unions	25,000	B/MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	12,980	B/TENT	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B	June 03
•B.C. Retail Food sector	UFCW	16,680	B	Mar./Apr. 03
•Greater Vancouver Hotel Empl. Assn.	Hotel and Restaurant Employees	2,200	B	June 03
•Government of Yukon	PSAC	2,750	B	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	CO	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status*:

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

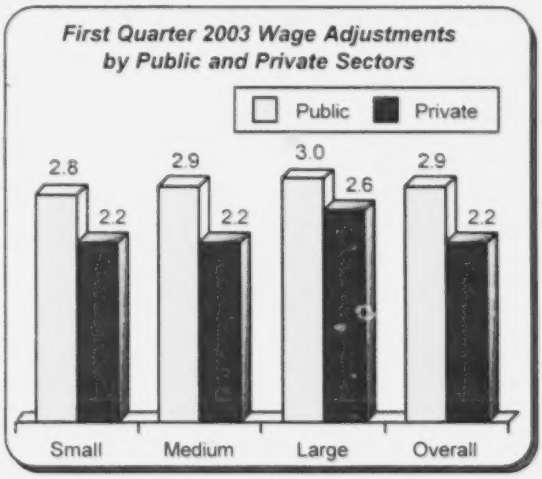
Wage Data for the First Quarter 2003 for Small, Medium and Large Size Bargaining Units

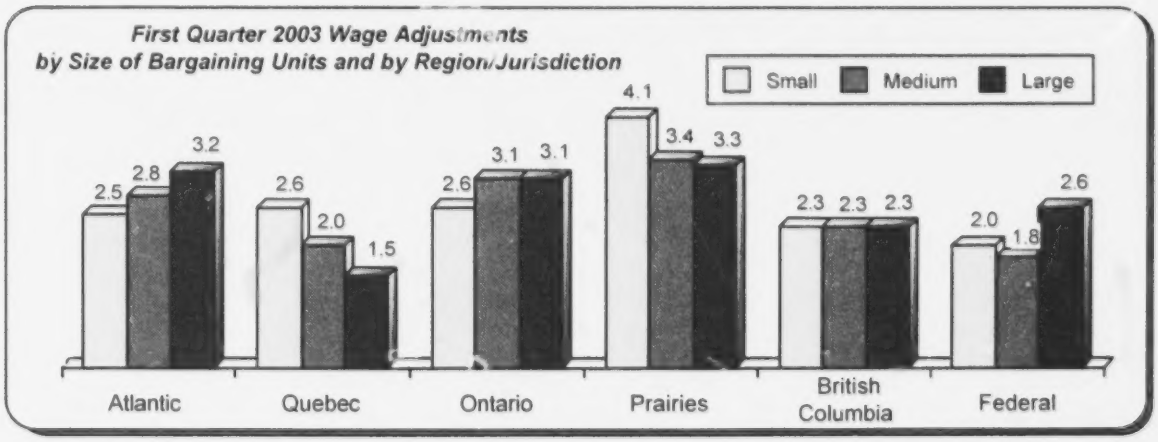
Among the 132 collective bargaining settlements reached in the first quarter of the year 2003, 46 settlements were in small bargaining units (between 100 and 499) employees), 74 were in medium bargaining units (500 to 1,999 employees), and 12 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent. The overall **public sector** wage adjustment at **2.9 per cent** was slightly higher than the figure of **2.2 per cent** reported for the **private sector.**

SMALL bargaining units reported an average increase of **2.6 per cent. Public sector** settlements provided an average increase of **2.9 per cent,** higher than the **private sector** wage adjustments of **2.2 per cent** which was influenced by 3 wage freezes. On an industry basis, the **public administration** sector had the highest wage adjustment at **3.1 per cent** while **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.1 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in the **Federal** jurisdiction.

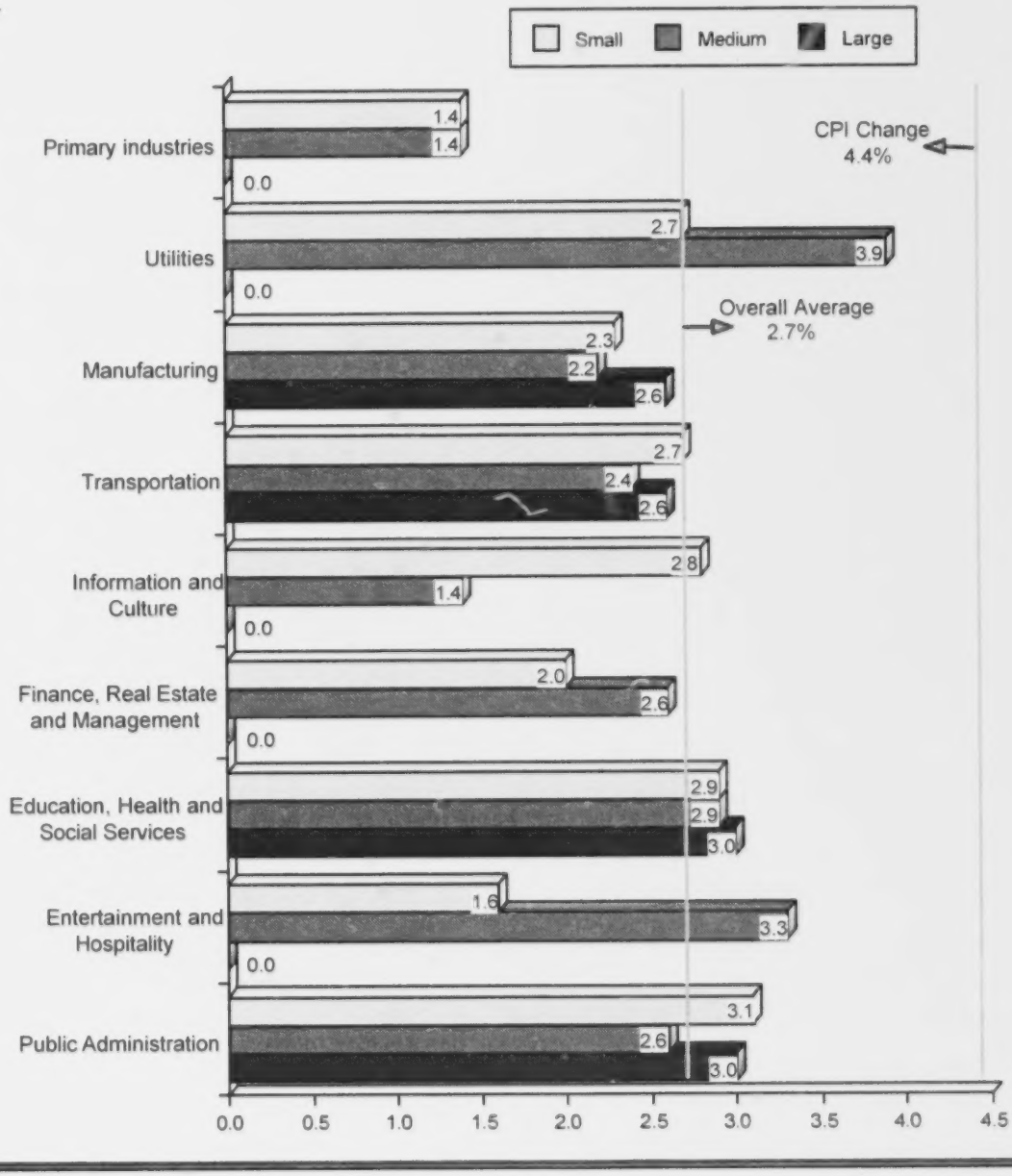
MEDIUM bargaining units reported a first quarter average wage increase of **2.7 per cent. Public sector** settlements resulted in an average increase of **2.9 per cent,** compared to the **private sector** figure of **2.2 per cent.** On an industry basis, the **utilities** sector had the highest wage adjustment at **3.9 per cent** while **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in the **Prairie Provinces** to a low of **1.8 per cent** in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of 2.9 **per cent.** Settlements in the **public sector** resulted in an average increase of **3.0 per cent** compared to **2.6 per cent** in the **private sector.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.0 per cent** while **manufacturing** reported the lowest increase at **2.6 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in the **Prairies Provinces** to a low of **1.5 per cent** in **Quebec.**





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry for the First Quarter of 2003



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN MARCH 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Manufacturing (7 agreements)					
Bauer inc., plant and maintenance employees, Saint-Jérôme, Que.	180	2.7	3.2	60	2007-11-30
Beaulieu Canada, Moquette-Usine 3, plant and maintenance employees, Acton Vale, Que.	390	2.9	3.7	60	2006-11-30
Boeing Canada Technology Ltd., production, Arnprior, Ont.	270	3.5 *	3.8	36	2006-03-06
Bombardier Aerospace de Havilland Division, office and clerical employees, Downsview, Ont.	230	1.3 *	0.9	36	2006-06-22
Maple Leaf Foods Inc., plant and maintenance employees, Brantford, Ont.	170	2.1	2.5	38	2006-03-30
Noranda Inc. (Brunswick Smelter), plant and maintenance employees, Gloucester County, N.B.	350	0.0 *	0.0	36	2006-02-28
Triple M Housing Ltd., plant and maintenance employees, Lethbridge, Alta.	200	4.4	4.0	36	2005-12-31
Transportation (1 agreement)					
Laidlaw Transit Ltd.(Mississauga Div.), bus drivers, Mississauga, Ont.	210	2.5	2.5	24	2004-08-31
Information and Culture (1 agreement)					
Vidéotron Ltée, administrative services employees, Québec, Que.	320	0.6	2.0	72	2006-12-31
Education, Health and Social Services (1 agreement)					
Keewatin-Patricia District School Board, elementary teachers, Kenora, Ont.	250	3.0	3.0	24	2004-08-31
Entertainment and Hospitality (1 agreement)					
Alsco Uniform & Linen Services, laundry and dry cleaners, Vancouver, B.C.	180	0.0	0.0	48	2007-02-28
Public Administration (1 agreement)					
Brantford Police Services Board, police officers, Brantford, Ont.	130	3.2	3.0	36	2005-12-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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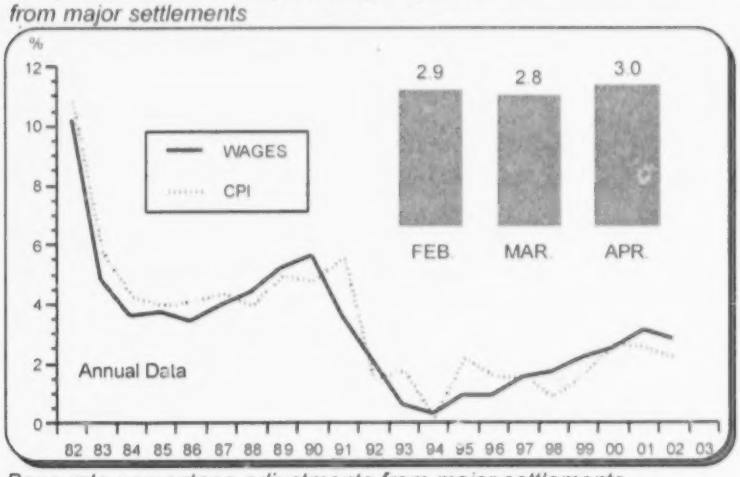
Human Resources Development Canada
Développement des ressources humaines Canada

Workplace Information
Information sur les milieux de travail

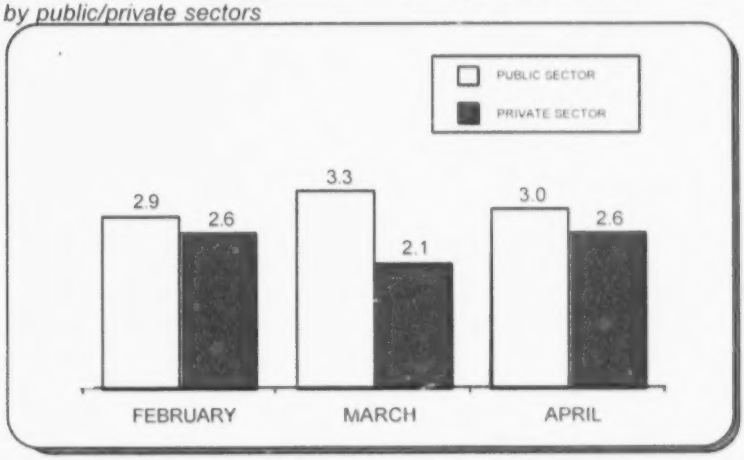
The Wage Settlements Bulletin

June 2003
Volume 14, Issue 6

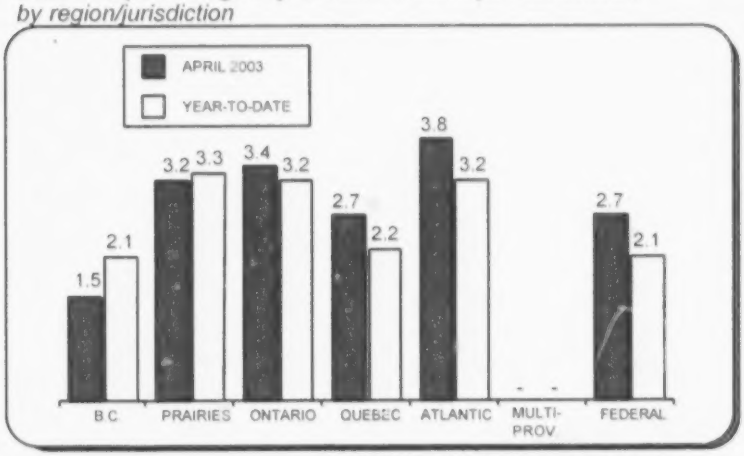
Perspective on base rate percentage adjustments from major settlements



Base rate percentage adjustments from major settlements, by public/private sectors



Base rate percentage adjustments from major settlements, by region/jurisdiction



Le Bulletin existe également en français.

Wage Data for April 2003

Major collective bargaining settlements reached in **April 2003** provided base-rate wage increases averaging **3.0 per cent** annually over the contract-term. This is up from the 2.8 per cent figure in the previous month, and the 2.8 per cent average recorded for the year 2002 as a whole.

The April 2003 results are based on a review of 38 settlements reached in the period, with a coverage of 47,860 employees.

When the parties to the April settlements previously negotiated (with contract duration averaging 31 months), the resulting wage adjustments averaged 2.7 per cent, compared to the 3.0 per cent in their current round of settlements and a current average contract duration of 30 months.

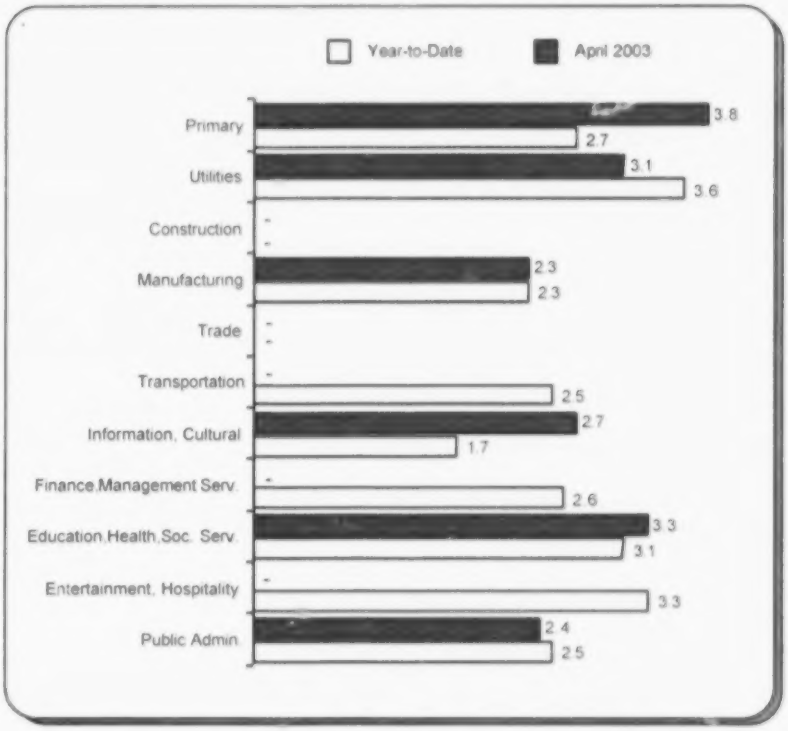
Wage adjustments in April 2003 were largely comprised of public sector settlements (81.6% of agreements covering 86.3% of employees). **Public-sector** wage adjustments for 41,320 employees in 31 settlements averaged **3.0 per cent,** down from 3.3 per cent in the previous month, and up slightly from the 2.9 per cent average for the year 2002. **Private-sector** wage increases for 6,540 employees in 7 agreements averaged **2.6 per cent,** up from 2.1 per cent in the previous month, and the same as the average of 2.6 per cent for 2002.

On a regional/jurisdictional basis, the largest concentration of agreements (19 of 38 contracts) and employees (40% of all workers) was in **Ontario**; wage increases in Ontario averaged **3.4 per cent**. For all remaining settlements wage increases in descending order of magnitude were: the **Atlantic provinces** at **3.8 per cent** (1 agreement); the **Prairie provinces** at **3.2 per cent** (6 agreements); **Quebec** at **2.7 per cent** (6 agreements) **and Federal jurisdiction** at **2.7 per cent** (1 agreement); **British Columbia** at **1.5 per cent** (5 agreements).

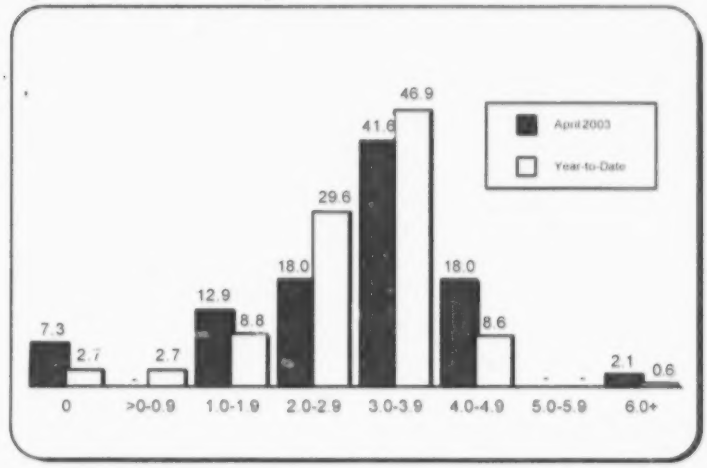
Canada

On an industry basis, the largest concentration of employees was in **education, health and social services** with 28,270 employees (59% of all workers) receiving wage increases averaging **3.3 per cent** in 25 agreements. The largest average increase in wage settlements was in **primary industries** at **3.8 per cent** for 730 employees in a single agreement (Noranda in New Brunswick).The smallest average wage increase at **2.3 per cent** was recorded in the **manufacturing** sector with 5,040 employees in 5 agreements. In the **utilities sector**, a single agreement provided 770 employees with wage gains averaging **3.1 per cent**. In the **information and culture** sector, 1,400 employees received a wage increase averaging **2.7 per cent** in a single agreement. In the **public administration** sector, 5 agreements provided 11,650 employees with wage gains averaging **2.4 per cent**.

Base rate percentage adjustments from major settlements, by industry



Percentage distribution of employees from major settlements, by size of base rate adjustments



The distribution of settlements and employees by region/jurisdiction, April 2003

	Agreements	Employees
Atlantic Provinces	1	730
Quebec	6	9,770
Ontario	19	18,950
Prairie Provinces	6	10,580
British Columbia	5	6,430
Multiprovince	-	-
Federal	1	1,400

WAGE ADJUSTMENT FROM MAJOR SETTLEMENTS
(effective average annual percentage adjustment in base rates)

	2000	2001	2002	2002				2003	Year to	2003		
				1	2	3	4	1	Date	Feb	Mar	Apr
All Industries/Jurisdictions												
Average Annual Adjustment	2.5	3.2	2.8	2.9	2.6	2.8	3.3	2.8	2.8	2.9	2.8	3.0
Non-COLA	2.5	3.2	2.8	2.9	2.6	2.7	3.1	2.8	2.9	2.9	3.0	3.1
COLA	2.4	3.2	3.5	2.2	2.4	3.7	4.1	1.9	2.0	2.2	1.4	2.0
First Year Increase	2.3	3.4	3.0	2.8	2.9	3.1	3.7	3.0	2.9	3.1	2.8	2.8
Non-COLA	2.3	3.4	2.9	2.9	2.9	2.7	3.3	3.1	3.1	3.1	3.0	3.2
COLA	2.5	3.3	4.3	1.5	2.3	4.9	5.4	1.6	1.3	2.1	1.2	0.9
Industries												
Primary	1.8	2.6	1.7	-	1.5	1.8	-	1.5	2.7	-	-	3.8
Utilities	3.5	2.5	2.4	3.3	0.7	3.3	3.4	3.9	3.6	3.9	-	3.1
Construction	3.6	3.2	1.2	-	-	1.2	-	-	-	-	-	-
Manufacturing	2.7	2.6	3.5	2.6	2.9	3.6	3.9	2.3	2.3	2.3	2.2	2.3
Wholesale and Retail Trade	1.7	1.6	1.9	1.6	2.0	2.2	1.8	-	-	-	-	-
Transportation	2.4	2.8	2.7	2.5	2.7	5.4	2.7	2.5	2.5	3.0	2.4	-
Information and Cultural Industries	2.9	3.2	3.0	3.0	3.1	3.0	-	1.4	1.7	-	1.4	2.7
Finance, Management Services	1.8	2.2	2.1	2.0	0.0	1.9	3.5	2.6	2.6	-	-	-
Education, Health, Social Services	2.6	3.5	3.0	3.1	2.8	3.4	3.3	3.0	3.1	2.8	3.4	3.3
Entertainment,Hospitality Industry	3.0	4.0	2.4	1.7	1.9	3.3	2.2	3.3	3.3	-	3.6	-
Public Administration	2.3	3.1	2.6	2.8	2.4	2.7	2.9	2.8	2.5	3.0	3.0	2.4
Jurisdictions												
Newfoundland and Labrador	3.7	5.0	6.6	7.5	6.0	-	5.0	3.0	3.0	-	2.7	-
Prince Edward Island	2.2	3.1	4.9	-	3.2	6.0	-	3.6	3.6	-	3.6	-
Nova Scotia	2.2	3.7	2.4	2.5	2.3	2.5	2.5	3.4	3.4	-	3.4	-
New Brunswick	2.8	3.4	2.7	3.1	2.3	3.3	2.3	2.3	2.8	-	2.3	3.8
Quebec	2.4	2.8	2.1	2.3	2.1	2.3	2.0	1.8	2.2	1.0	1.8	2.7
Ontario	2.6	2.9	3.0	2.7	2.8	3.0	3.4	3.0	3.2	3.0	3.0	3.4
Manitoba	2.6	2.4	4.0	2.8	5.4	3.0	3.2	3.1	3.1	-	3.2	3.0
Saskatchewan	3.5	2.9	3.9	3.2	4.2	3.9	3.8	3.6	3.0	-	3.6	2.6
Alberta	4.7	5.1	5.0	6.8	6.3	4.4	4.1	3.5	3.5	3.5	-	3.6
British Columbia	1.6	3.1	1.9	2.5	1.0	1.4	2.0	2.3	2.1	-	-	1.5
Multiprovince	2.7	3.1	3.3	-	3.0	4.3	3.1	-	-	-	-	-
Federal Jurisdiction	2.2	3.0	2.8	2.8	2.8	2.9	2.8	2.1	2.1	3.0	1.9	2.7
Public Sector	2.5	3.3	2.9	3.0	2.7	3.2	3.2	2.9	3.0	2.9	3.3	3.0
Private Sector	2.4	3.0	2.6	2.1	2.5	2.4	3.4	2.3	2.3	2.6	2.1	2.6
Consumer Price Index	2.7	2.6	2.2	1.5	1.3	2.3	3.8	4.4	4.1	4.6	4.3	3.0

Data for the month of April are preliminary.

MAJOR SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Primary Industries (1 agreement)	**730**	**3.8**	**2.7**	**36**	
Noranda Inc. (Brunswick Mine), mine employees, Gloucester County, N.B.	730	3.8 *	2.7	36	2006-02-28
Utilities (1 agreement)	**770**	**3.1**	**3.1**	**12**	
Enbridge Gas Distribution, utility workers, province-wide, Ont.	770	3.1	3.1	12	2003-12-31
Manufacturing (5 agreements)	**5,040**	**2.3**	**1.9**	**40.5**	
Kellogg Canada Inc., plant and maintenance employees, London, Ont.	600	1.5	0.0	36	2006-04-09
Mitchell's Gourmet Foods, plant and maintenance employees, Saskatoon, Sask.	1,330	2.6	3.0	48	2007-03-31
National Steel Car Limited, plant and maintenance employees, Hamilton, Ont.	1,380	1.8 *	0.6	36	2006-04-05
O-I Canada Corp., plant and maintenance employees, Montréal, Que.	580	2.5 *	2.0	48	2007-02-28
Waterville TG inc., plant and maintenance employees, Waterville, Que.	1,150	2.8	3.0	36	2005-07-31
Information and Culture (1 agreement)	**1,400**	**2.7**	**3.0**	**24**	
Canadian Broadcasting Corporation, technical employees, province-wide	1,400	2.7	3.0	24	2005-03-31
Education, Health and Social Services (25 agreements)	**28,270**	**3.3**	**3.4**	**21.8**	
Avon Maitland District School Board, elementary teachers, Seaforth, Ont.	730	4.0	4.0	12	2003-08-31
Bluewater District School Board, secondary teachers, Chesley, Ont.	500	4.1	4.1	12	2003-08-31
Calgary Board of Education, office and clerical employees, Calgary, Alta.	2,200	3.8	6.1	32	2004-08-31
District School Board of Niagara, office and clerical employees, St. Catharines, Ont.	700	2.5	2.5	12	2004-12-31
District School Board of Niagara, secondary teachers, St. Catharines, Ont.	1,040	4.2	4.2	12	2003-08-31
District School Board of Niagara, service and maintenance employees, St. Catharines, Ont.	730	2.5	2.5	12	2004-12-31
Grand Erie District School Board, secondary teachers, Brantford, Ont.	800	4.1	4.1	12	2003-08-31
Greater Essex County District School Board, secondary and occasional teachers, Windsor, Ont.	720	4.3	4.3	12	2003-08-31
Hastings and Prince Edward District School Board, secondary and occasional teachers, Belleville, Ont.	500	4.2	4.2	12	2003-08-31
Kawartha Pine Ridge District School Board, secondary teachers, Peterborough, Ont.	900	4.2	4.2	12	2003-08-31
Limestone District School Board, secondary teachers, Kingston, Ont.	660	4.2	4.2	12	2003-08-31
London District Catholic School Board, elementary and secondary teachers, London, Ont.	1,240	3.0	3.0	24	2004-08-31
Ottawa-Carleton District School Board, secondary teachers, Nepean, Ont.	1,600	3.5	2.5	36	2004-08-31
Parkland School Division No. 70, elementary and secondary teachers, Stony Plain, Alta.	540	2.6	2.6	12	2003-08-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

MAJOR SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Expiry date yyyy/mm/dd
Peel District School Board, secondary teachers, Mississauga, Ont.	2,300	3.6	3.4	24	2004-08-31
Red Deer Public School District No. 104, elementary and secondary teachers, Red Deer, Alta.	560	3.1	3.1	12	2003-08-31
Simcoe County District School Board, office and clerical employees, Midhurst, Ont.	780	3.0	3.0	12	2003-12-31
The Board of Governors of Mount Royal College, Lecturers, Calgary, Alta.	700	4.4	4.5	24	2004-06-30
University of British Columbia, office and clerical employees, Vancouver, B.C.	1,650	0.0	0.0	36	2005-03-31
University of British Columbia, service and maintenance employees, Vancouver, B.C.	1,850	0.0	0.0	36	2005-03-31
University of British Columbia, teaching assistants, Vancouver, B.C.	1,600	3.8	4.0	36	2005-08-31
University of Quebec at Montreal, lecturers, Montréal, Que.	1,970	3.5	3.5	12	2003-12-31
University of Quebec at Montreal, professors, Montréal, Que.	1,000	6.4	6.4	12	2004-05-31
Upper Canada District School Board #26, secondary teachers, Brockville, Ont.	920	3.4	2.5	36	2004-08-31
Waterloo Region District School Board, elementary teachers, Kitchener, Ont.	2,080	4.0	4.0	12	2003-08-31
Public Administration (5 agreements)	**11,650**	**2.4**	**1.8**	**44.6**	
City of Montréal, police officers, Montréal, Que.	4,200	1.5 *	0.0	56	2006-12-31
City of Richmond, inside employees, Richmond, B.C.	700	2.6 *	2.5	48	2006-12-31
City of Winnipeg, inside and outside employees, Winnipeg, Man.	5,250	3.0	3.0	36	2005-12-30
Corporation of Delta, inside and outside employees, Delta, B.C.	630	2.6 *	2.5	48	2006-12-31
City of Laval, recreational employees, Laval, Que.	870	2.3	2.6	36	2004-12-31
Agreements with COLA (6 agreements)	**8,220**	**2.0 ***	**0.9**	**49.0**	
Agreements without COLA (32 agreements)	**39,640**	**3.1**	**3.2**	**25.4**	
All Agreements (38 agreements)	**47,860**	**3.0**	**2.8**	**29.5**	

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

CURRENT KEY NEGOTIATIONS

Employer	Union	Number of employees	Status*	Expiry month
•Government of Canada	various unions	103,130	B/CO/ARB	Jan.01-Jun.03
•Canada Post	CUPW	45,000	PCB	Jan. 03
•Atomic Energy	various unions	1,600	B/PCB	Dec. 02/Jun.03
•Canadian Food Inspection Agency	PSAC	3,200	B	Dec. 02
•Government of Nova Scotia	CUPE (public works)	1,600	B	Oct. 02
•Nova Scotia Power Inc.	IBEW	1,100	B	March 03
•Aliant Telecom Inc. (Atlantic)	CEP and ACTWU	4,500	B	various
•SAQ (Quebec Liquor Stores)	Synd. des empls. de la SAQ	3,500	B	Dec. 02
•City of Montréal	various unions	21,460	B/ARB/TENT	April 02
•Prévost Car Inc.	CAW	1,200	B	June 03
•CAE Electronics	CEP	750	B	June 03
•Toronto District School Board	various unions	20,220	B	Aug. 02
•Ontario Hospital Association	OPSEU	5,780	ARB	Mar. 02
•INCO Ltd. (Ont.)	Steelworkers	3,630	WS	May 03
•GO Transit (Ont.)	ATU	780	B	July 03
•Manitoba Hydro-Electric Board	IBEW	2,300	B	May 03
•Government of Manitoba	MGEU	12,590	B	March 03
•Health Authorities of Alberta	UNA and HSAA	26,500	MED/ARB	Mar. 02/03
•Alberta Construction	various unions	20,000	B/MED	April 03
•TELUS (B.C. and Alta.)	TWU	16,710	CO	Dec. 00
•Vancouver and other cities	various unions	11,000	B	Dec. 02
•B.C. Pulp and Paper sector	CEP & PPWC	2,030	B	April 03
•B.C. Forest Industry	IWA-Canada	19,500	B/TENT	June 03
•B.C. Retail Food sector	UFCW	16,680	B	Mar./Apr. 03
•Greater Vancouver Hotel Employers Association	Hotel and Restaurant Employees	2,200	B	June 03
•Government of Yukon	PSAC	2,750	ARB	Dec. 02
•Canadian Pacific Railway	UTU and BLE	4,400	B	Dec. 02
•Greyhound Canada	ATU	1,480	CO	Dec. 02
•Pipeline Contractors	Plumbers, Labourers, Oper. Eng.	2,800	B	April 03

Status* :

ARB	arbitration	MED	mediation	PMB	post-mediation bargaining
B	bargaining	M/WS	mediation after work stoppage	TENT	tentative agreement
B/WS	bargaining after work stoppage	PAB	post-arbitration bargaining	WS	work stoppage
CO	conciliation	PCB	post-conciliation bargaining	LEG	legislated agreement

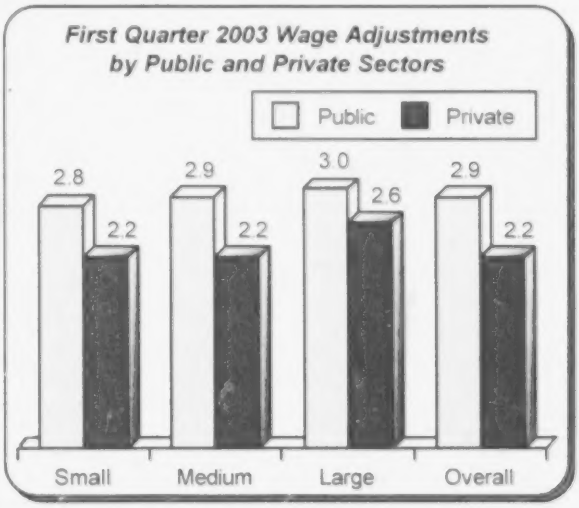
Wage Data for the First Quarter 2003 for Small, Medium and Large Size Bargaining Units

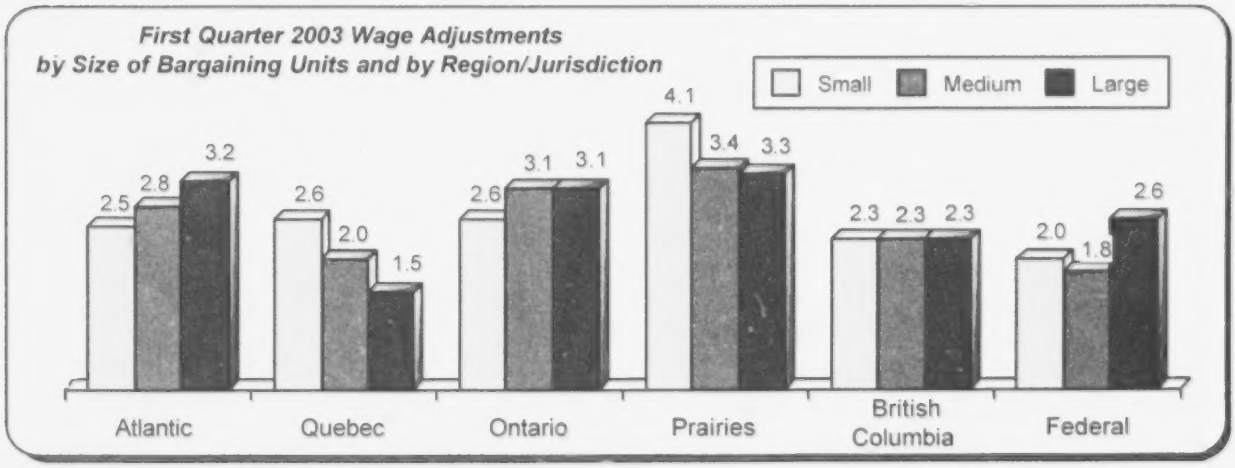
Among the 132 collective bargaining settlements reached in the first quarter of the year 2003, 46 settlements were in small bargaining units (between 100 and 499 employees), 74 were in medium bargaining units (500 to 1,999 employees), and 12 were in large bargaining units with 2,000 employees and over. During this period, the overall base-rate wage adjustment averaged 2.7 per cent. The overall **public sector** wage adjustment at **2.9 per cent** was slightly higher than the figure of **2.2 per cent** reported for the **private sector.**

SMALL bargaining units reported an average increase of **2.6 per cent. Public sector** settlements provided an average increase of **2.9 per cent,** higher than the **private sector** wage adjustments of **2.2 per cent** which was influenced by 3 wage freezes. On an industry basis, the **public administration** sector had the highest wage adjustment at **3.1 per cent** while **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **4.1 per cent** in the **Prairie Provinces** to a low of **2.0 per cent** in the **Federal** jurisdiction.

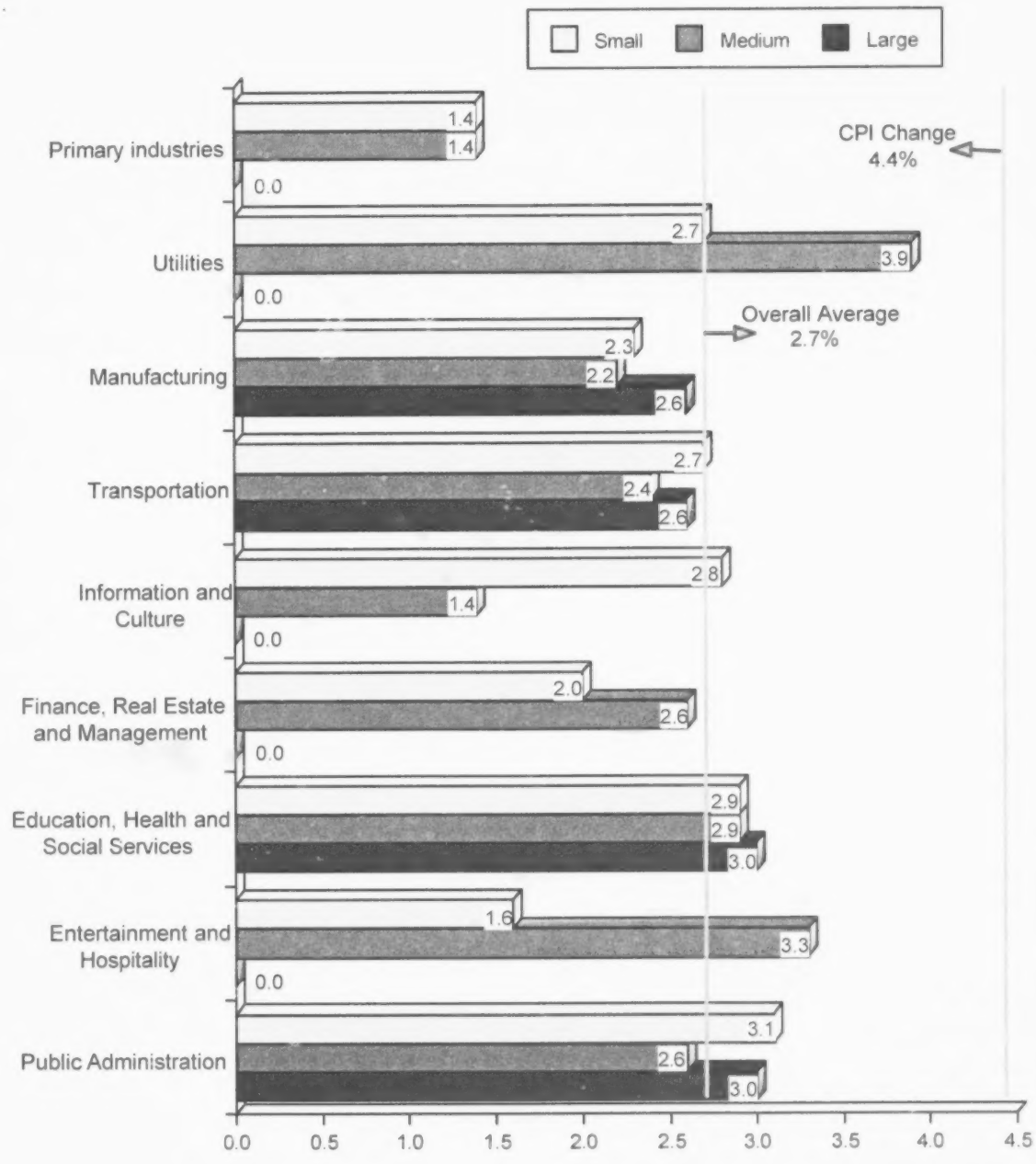
MEDIUM bargaining units reported a first quarter average wage increase of **2.7 per cent. Public sector** settlements resulted in an average increase of **2.9 per cent,** compared to the **private sector** figure of **2.2 per cent**. On an industry basis, the **utilities** sector had the highest wage adjustment at **3.9 per cent** while **primary industries** reported the lowest average at **1.4 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.4 per cent** in the **Prairie Provinces** to a low of **1.8 per cent** in the **Federal** jurisdiction.

LARGE bargaining units reported a wage increase of **2.9 per cent.** Settlements in the **public sector** resulted in an average increase of **3.0 per cent** compared to **2.6 per cent** in the **private sector.** On an industry basis, the **public administration** sector had the highest wage adjustment at **3.0 per cent** while **manufacturing** reported the lowest increase at **2.6 per cent.** On a regional/jurisdictional basis, average increases ranged from a high of **3.3 per cent** in the **Prairies Provinces** to a low of **1.5 per cent** in **Quebec.**





Percentage Wage Adjustments
by Size of Bargaining Units and by Industry for the First Quarter of 2003



SMALL BARGAINING UNITS: SETTLEMENTS REACHED IN APRIL 2003

Industry and Employer	No. of empls.	Avg. ann. % adj.	1st year adj.	Duration (months)	Exp. date yyyy/mm/dd
Primary Industries (1 agreement)					
Sifto Canada Inc., mine employees, Goderich, Ont.	300	3.3	4.0	36	2006-03-31
Construction (1 agreement)					
Association of Commercial & Industrial Contractors of P.E.I., carpenters, province-wide, P.E.I.	300	5.0	9.1	30	2005-03-01
Manufacturing (7 agreements)					
Crown Packaging Ltd. (Corrugated Division), plant and maintenance employees, Richmond, B.C.	180	2.2	2.5	60	2008-06-30
Deloro Stellite Inc., plant and maintenance employees, Belleville, Ont.	170	2.7	2.7	36	2006-03-31
Gates Rubber Company, production, Strathroy, Ont.	290	3.0	3.0	36	2006-03-31
Industries Ling inc., production, Warwick, Que.	340	2.2	2.3	36	2006-05-30
Nestlé Canada Inc., plant and maintenance employees, Scarborough, Ont.	350	3.2	3.3	36	2006-03-31
Tembec Inc. (Skookumchuck Pulp Operations), mill employees, Cranbrook, B.C.	250	2.2	2.5	60	2008-04-30
Universal Industries Corp., production, Lloydminster, Alta.	120	4.0	5.1	33	2005-05-31
Wholesale and Retail Trade (2 agreements)					
Parmalat Canada, plant and maintenance employees, Belleville, Ont.	450	3.3 *	3.2	48	2007-02-28
Western Grocers (Division of Westfair Foods Ltd.), warehouse employees, Edmonton, Alta.	350	3.4	7.7	63	2008-06-15
Transportation (4 agreements)					
Fraser Wharves Ltd., production, Richmond, B.C.	120	2.0 *	2.0	36	2006-01-31
Government of Canada, civil aviation inspectors, Canada-Wide	460	3.8	6.1	36	2004-01-25
Halifax Employers Association, longshoremen, Halifax, N.S.	310	3.0	3.0	36	2005-12-31
P.W. Transportation Ltd., bus drivers, Mississauga, Ont.	350	3.0	3.0	36	2006-03-28
Education, Health and Social Services (2 agreements)					
Algoma District School Board, secondary teachers, Sault Ste. Marie, Ont.	380	3.8	3.0	24	2004-08-31
Children's Aid Society of Ottawa, social workers, Ottawa, Ont.	390	3.0	3.0	36	2005-12-31
Entertainment and Hospitality (1 agreement)					
Cara Operations Ltd., hotel or restaurant employees, Vancouver Int'l. Airport, B.C.	150	1.4	0.0	42	2006-03-31

** Agreements with cost-of-living allowances (COLA) calculated at a projected 2.0% inflation rate.*

Explanatory Notes

Sources: The information on collective bargaining and wage settlements in this bulletin is produced by the Workplace Information Directorate. Data for the Consumer Price Index are from Statistics Canada's *The Consumer Price Index (Cat. 62-001-XPB).*

Coverage for Major Settlements: The information on collective bargaining settlements and negotiations pertain to all bargaining units involving 500 or more employees in all industries and jurisdictions across Canada. The Directorate monitors approximately 1,070 such agreements covering 2.5 million employees. The employee coverage represents approximately 60 per cent of the unionized workforce and 20 per cent of non-agricultural paid employment. These bargaining units are broken down into medium bargaining units (500-1,999) and large bargaining units (2,000 and more) for analytical purposes.

Coverage for Small Bargaining Units: The information on collective agreements from small bargaining units introduced in January 2000 pertains to a sample of bargaining units involving 100 to 499 employees in all industries and jurisdictions across Canada. The sampling ratio for these bargaining units is one out of every ten (1/10) in the public sector. In the private sector, the ratio varies from a low of one out of every eight (1/8) in the larger jurisdictions, to a high of one out of every two (1/2) in smaller jurisdictions. All bargaining units in the Federal jurisdiction involving 200 to 499 employees are included (1/1) and the sampling is one out of every eight (1/8) agreements for units between 100 and 199 employees.

Base rate adjustments: The "base rate" which is used in all calculations is the wage rate of the lowest paid classification containing a significant number of qualified workers in the bargaining unit. Wage adjustments are the average annual percentage adjustment in base rates over the term of the agreement in settlements negotiated during the period shown. The average is obtained by weighting individual settlements by the number of employees affected. The adjustments include estimated cost-of-living allowance (COLA) payments calculated at a projected 2.0 percent inflation rate.

Industry sectors: The *Wage Settlements Bulletin* and the *Workplace Gazette* report and publish data using the restructured industry sectors devised within the framework of the North American Industry Classification System (NAICS). NAICS is a classification system devised by the statistical agencies of Canada, Mexico and the United States, to provide common definitions on the industrial structure of the three economies. Using Statistics Canada's NAICS framework, the 20 larger industry divisions were regrouped into the current 11 industry sectors for analytical purposes. Public and private sectors are defined by reference to employer characteristics, consistent with Statistics Canada use of 'institutional units' or 'entities'.

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